

SIS go
despite
shares
delay

Pre-election dispute over 'racist' gibe

Labour row as Kinnock sacks black militant

By Philip Webster, Chief Political Correspondent

The Labour Party removed Miss Sharon Atkin as a prospective parliamentary candidate last night to prevent black militancy costing it votes at the general election.

In an unprecedented decision, the national executive suspended Miss Atkin, who would have stood at Nottingham East, and imposed a new candidate because of her remarks at a black sections rally when she accused the Labour Party of being racist.

The move was led by Mr Neil Kinnock, the Labour leader, who in an impassioned speech said: "We will not advance the cause of black people in this country if candidates can call our party racist and simply get away with it."

"This party has a better record of fighting prejudice

and better policies for fighting prejudice than any party in history."

The decision, opposed bitterly by the left, seems certain to provoke a bitter pre-election row with the black sections movement, but it was a risk Mr Kinnock and colleagues were prepared to take in the interests of being seen to be prepared to stand up to the rebel left.

The suspension came despite an appeal from Miss Atkin, repeated before the NEC by her solicitor, Mr Keva

Parliamentary Secretary, Mr Ronald Butt.

Coombes, for the hearing to be postponed because of her inability to attend through illness.

But Mr Kinnock wanted swift action in time for what he expects to be a June election. A postponement would almost certainly have meant Miss Atkin remaining as the candidate.

Mr Larry Whitty, the general secretary, said afterwards: "It will make the position of the party clear, both as regards the black electorate within Nottingham and the rest of the country. This decision will enhance the possibility of winning Nottingham East, whereas her continued presence as a candidate would not have done."

The NEC acted after hearing a report from Mr Whitty about interviews with Miss Atkin following her reported remarks: "I don't give a damn about Neil Kinnock and a racist Labour Party." and "I don't want a parliamentary seat if I can't represent black people."

Mr Whitty said the reaction had been that her statements, made without explicit or implicit repudiation up until yesterday, placed her position as a candidate in some difficulty and brought the party's reputation and standing into some jeopardy.

In three separate votes, all carried by 19 votes to six, it was agreed first that Miss Atkin should be investigated by the new disciplinary national constitutional committee; that she should be suspended as a candidate and that Mr Mohammed Aslam, an Asian moderate and member of Nottinghamshire

County Council, should be endorsed in her place.

Opposition was led by Mr Tony Benn and Mr Dennis Skinner. Mr Skinner said last night: "It is wrong in principle to take a decision to suspend a candidate who is unable to present herself to make her case. In that sense it was terribly unfair."

Mr Coombes said outside Labour's Walworth Road headquarters: "This is a bad decision. It was cut and dried before she or I could open our mouths."

But Mr Whitty said last night that her reputation had been "less than unequivocal."

Mr Kinnock's firm words at the NEC delighted his colleagues. He said: "We have to face up to our duty sometimes to stop saying 'yes' and occasionally say 'no'. We are the government of this party and we must and will discharge our obligation to uphold the constitution."

"I will not have the Labour Party called racist," Officials of the Nottingham East Labour Party met in emergency session last night



Miss Atkin, regarded as an electoral liability.

to discuss the decision, which some said had cost the party the chance of winning the Tory-held marginal.

The full executive will hold a special meeting tonight to decide whether to support the new candidate.

Mr Aslam, regarded as an opponent of separate black sections, is a chartered accountant, a JP and treasurer of the Nottingham district Labour Party.

He was chosen to replace Miss Atkin because he received the most nominations when the party chose a parliamentary candidate. Nottingham East is held by Mr Michael Knowles with a 1,464 majority.

June 11 is Tory choice for poll

By Robin Oakley, Political Editor

The Prime Minister has provisionally decided on June 11 as the date for the general election.

Mrs Thatcher has ruled out June 4 because it comes before the fourth anniversary of the 1983 election. She has repeatedly said that she would not go to the country until Parliament was into its fifth year.

It is disqualified in the eyes of Conservative Central Office because it is a Jewish holiday.

The Prime Minister has also decided against an election on June 18 because that comes towards the end of Ascot week. Tory strategists believe that Labour would be able to exploit the spectacle of conspicuous consumption at the most lavish occasion in the racing calendar.

Effectively that leaves June 11 as the clear choice.

Mrs Thatcher's senior ministers and advisers, even those who previously favoured October, now concede that the pressure for a June election has become almost unstoppable. When the Cabinet discussed the election date there was scarcely a dissenting voice.

A spate of encouraging developments on the economic front, with lower interest rates, lower unemployment and record order books, has hardened the opinion of Mrs Thatcher's advisers that she could now "miss the boat" by waiting for October.

The Government has already achieved two of the key conditions for the calling of an early election: a big lead over Labour in the opinion polls and a series of polls giving them the support of 40 per cent of the electorate.

But Mrs Thatcher will not make a final decision until after she has received detailed computer analysis of the local government elections on May 7 and hard evidence that the Alliance surge set off by the Greenwich and Truro by-elections has peaked.

Opinion polls have recorded a decline in Alliance support in the past fortnight.

Strategists in all parties now consider it most unlikely that the Alliance will do so outstandingly well as to make the calling of a June election too much of a risk, though ministers still expect support for the Alliance to increase during any election campaign.



Ferry orphan Martin Hartley, 8, grips a mourner's hand at his parents' and grandparents' funeral at Ilkeston, yesterday. Report, page 24. (Photograph: Rob Rathbone)

Ferry inquiry told of amazing heroics

By Rodney Cowton, Transport Correspondent

In the panic-stricken moments after the capsizing of the Herald of Free Enterprise a steward found himself trapped under water against a bulkhead by a refrigerator, but having got free he went on to rescue two children and many other people.

The story of Mr John Jackson was just one of many which were recounted yesterday to the public inquiry into the disaster.

In a day devoted to the evidence of members of the crew, stories were told of live people floating on the bodies of the dead, of people too cold and weak to hold onto ropes which might have saved them and of a child, aged three, wandering alone on the exposed starboard side of the ship.

Some of the accounts provoked Mr Justice Sheen, who is conducting the inquiry, to comment: "The proceedings could not pass without proper recognition of acts of gallantry."

Many of the accounts came in depositions read by Mr David Steel, QC, who is presenting the facts to the inquiry.

Mr Jackson, an assistant steward, trapped by a refrigerator only got free when the movement of water in the ship floated it off him.

"I grabbed a girl aged about two or four. I managed to pull her up. I managed to pull her up. I managed to pull her up."

Continued on page 24, col 5

Rees says MI5 claim was not checked earlier

By Philip Webster, Chief Political Correspondent

The allegations in Mr Peter Wright's book *Spycatcher* were not covered by the 1977 inquiry into MI5, Mr Merlyn Rees, former Labour Home Secretary, said last night.

His remarks again contradicted the Prime Minister's statement that the inquiry, set up by Sir James Callaghan, former Prime Minister had disposed of the affair.

Mr Rees was referring to allegations, published this week, concerning an alleged MI5 plot to undermine the Wilson government.

Sir James maintained his silence on the matter last night. His office said that he had no plans to intervene, but he had discussed the situation with Mr Rees yesterday.

It was confirmed that he had contacted Downing Street on Tuesday night to seek clarification of the line being taken by the Government.

It is believed that if the Government was pressed for an inquiry now the Prime Minister could dismiss the demand easily because of the continuing Wright case in Australia and the court proceedings against various newspapers for publishing the Wright allegations.

Whitehall sources yesterday strongly ruled out the idea of an inquiry. Mrs Margaret Thatcher maintains that she has no responsibility for events before she took office.

Meanwhile Dr David Owen and Mr David Steel, the Alliance leaders, were urging Sir James to make a public demand for an inquiry.

Dr Owen said yesterday that Sir James is now the "crucial figure" in the controversy.

In 1977 Sir James had concluded there was no need for a special inquiry.

Dr Owen, Foreign Secretary for the last two years of the Callaghan administration,

said he believed the former Prime Minister was moving "cautiously and steadily" towards making his views known to the Commons about the desirability of a new investigation.

He said of Sir James: "He is the crucial figure. I think the Prime Minister can go on blocking an inquiry unless he makes it clear that he thinks there should be an inquiry."

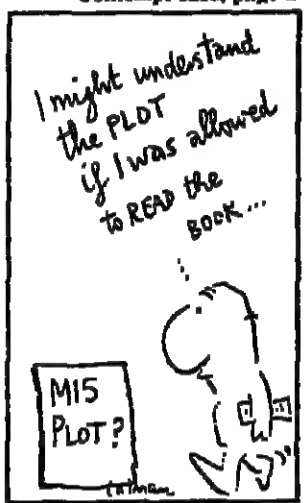
Dr Owen, who accused Mrs Thatcher of having an instinctive aversion to reopening the affair, added it would be "impossible" for her to maintain her present stance if Sir James intervened on the side of MPs pressing for a full investigation.

Mr David Steel, Liberal leader, endorsing Dr Owen's remarks, described Sir James as "the dog who has not barked."

Lord Wilson of Rievaulx insisted yesterday that the passages quoted from *Spycatcher* revealed "nothing new" (Michael Evans writes).

Lord Wilson, who is on holiday at his bungalow in the Isles of Scilly, told BBC Television he was sure that MI5 had not been engaged in any attempt to undermine him as Prime Minister.

Contempt case, page 2



I might understand the plot if I was allowed to read the book...

S African police arrest 11 in swoop on union

From Michael Hornsby, Johannesburg

A large contingent of heavily armed police yesterday surrounded the Johannesburg headquarters of South Africa's biggest black trade union federation and arrested at least 11 transport workers who were among scores of others meeting inside.

Police carrying rifles, and accompanied by dogs, sealed off the entire block where the building, which houses the offices of the Congress of South African Trade Unions (Cosatu) and several of its affiliated organizations, is located.

Press and television journalists were refused access to the building and warned that they would be arrested if they took pictures. At one point the police used dogs to disperse about 400 onlookers.

A Cosatu spokesman, who asked not to be named, said over the telephone that the police entered the building about 3 pm with several

Continued on page 24, col 1

US finds proof of Libyan terror role

From Michael Binyon, Washington

The United States has found conclusive proof of Libya's direct involvement in terrorism in Europe. According to NBC News, US intelligence has linked the grenades used in at least five terrorist attacks, including the 1985 Rome airport massacre, to a batch of Soviet grenades bought by Libya from Bulgaria in 1983.

Pentagon and intelligence sources say that after Libyan forces were recently dislodged from northern Chad, they abandoned weapons and ammunition in the desert. Among these arms were Soviet-made F1 grenades whose serial and batch numbers showed they were bought by Libya from Bulgaria in a \$300 million (£180,000) deal.

US experts say these numbers tally with the serial numbers found on the fragments of grenades used in terrorist attacks in Europe last year, proving conclusively either that the terrorists were directly armed by Colonel



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Tory goal for mining industry Coal buy-out by staff likely

By Nicholas Wood, Political Reporter

A radical plan to sell off the coal industry to its employees is likely to be implemented during a third term of Conservative rule, it was disclosed yesterday.

Senior ministers in the Department of Energy believe such a "co-partnership" buy-out will become increasingly feasible and desirable towards the end of the decade as the industry moves into profit.

Mr Peter Walker, Secretary of State for Energy, is known to be a keen supporter of a scheme, believing that it offers a way of pushing ahead with the privatization programme in a way that could be made palatable to the workforce, who retain a deep distrust of private ownership from the miseries of the inter-war years.

An attempt by the Treasury to make a priority of privatization of the coal industry, which last year made a loss of £50 million on turnover of

£4.9 billion, has been successfully resisted by the energy department.

Whitehall sources insisted yesterday that the discussions had been "amicable" and that Mr Nigel Lawson, the Chancellor, had raised the possibility more as a theoretical.

British Coal last night said that it would continue its policy of refusing to comment on speculation about its future.

However, its new chairman, Sir Robert Haslam, has consistently said that ultimately the industry will be a target for privatization once it moves from loss into profit.

They also dismissed suggestions that the fear of a miners' strike by miners led ministers to put privatization on the back-burner.

One said: "The reason is

simply that we are not ready to do it. Until you have got something you can sell, you cannot go ahead. You have to get the money from somewhere. What bank will put up money for something in deficit?"

Nevertheless, sources close to Mr Walker say he believes that with the industry's profitability up by more than 30 per cent in the past three years, the co-partnership arrangement under which colliery managers and miners would assume ownership of the pits is likely to prove a political and economic winner.

Under such a scheme, the country's 110 pits divided into eight areas would probably be sold off in groups with a national marketing board, analogous to the Milk Marketing Board, being set up to handle the 80 per cent of production that is taken by the Central Electricity Generating Board.

Diet change 'could help prevent breast cancer'

By Thomson Prentice, Science Correspondent

The food women eat may play an important role in the development of breast cancer, and changes in diet could help prevent the disease, a conference on nutrition was told yesterday.

Although other risk factors are involved, dietary fat may be responsible for changes in the structure of mammary tissue, leading to cancer, Professor John Dickerson said.

Breast cancer is the leading cause of death among women in Britain aged 35 to 54, claiming about 15,000 lives a year. But it is much less common in

developing countries, where less fat is consumed, he told the Royal Society of Health.

"There is evidence to incriminate dietary fat in the risk of developing breast cancer," Professor Dickerson, who is professor of human nutrition at Surrey University, said.

Sir Donald Acheson, the Government's chief medical officer, also told the conference of the possible link. "It is possible, but not certain, that cancer of the breast may be influenced by the intake of fat and or total calories," he said.

Professor Dickerson said it was difficult to establish the connection,

and more research was necessary. Evidence suggested that raised levels of prolactin, a hormone in the breast, was a risk factor in cancer, and that the levels of this and other breast hormones were influenced by dietary fat.

"I believe it may be possible by dietary manipulation, particularly by reducing fat in the diet, to manipulate prolactin and oestrogens to prevent breast cancer, particularly among women otherwise at high risk of the disease," he said.

"We may be a long way from having definite proof of the protective effects but perhaps we should be recommending dietary changes to protect people

against the development of this and other cancers, as well as the development of cardiovascular disease," Professor Dickerson said.

The conference discussed the dangers of obesity in causing a wide range of diseases, from heart conditions to cancers of the bowel and colon.

Dr John Garrow, head of the nutrition research group at the Clinical Research Centre, Harrow, north-west London, said: "Obesity is second only to smoking in importance as a cause of avoidable ill-health in this country." One third of the population was overweight to an extent that threatened life expectancy, he said.

INSIDE Irangate criminal charge

The first criminal charge arising from the Iran arms scandal was laid yesterday when a conservative American foundation was accused of conspiracy to defraud the Government.

Mr Lawrence Walsh, the special prosecutor, who began his investigation into the affair in December, announced that Mr Carl Channell, the head of the National Endowment for the Preservation of Liberty, had been indicted and that his unnamed co-conspirators were also to be charged.

Mr Channell was an associate of Lieutenant-Colonel Oliver North, who was dismissed from the Reagan Administration for his part in diverting funds from arms sales to Iran to the US-backed

Contra rebels, page 7

Leading article, page 19

IN PART 2

£4.2bn bid fails Williams Holdings, the expanding industrial conglomerate, has failed in its £570 million takeover bid for Norcor, the building products group. Page 25

England 0-0 England, playing rather tired football, could only manage a goalless draw in their European Championship qualifying tie in Turkey. Page 48

TIMES JOBS

On loan The leasing out of executives is a growing business that suits both parties, says an introduction to today's nine-page appointments section. Pages 34-42

Portfolio

There is £12,000 to be won today in The Times Portfolio Gold competition, three times the usual amount as there have been no winners for the past two days. Portfolio list, page 33.

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or the walls. Mr Barkshire said yesterday that he had contemplated all the stories with a fascination changing of the structure com-

ing to follow the stock market. Mr Lake's researches show that in the last 22 years it has been wrong to sell in May on

"There's a Mr Mickey Mouse from the Bank of England..."

Ray Healy

News 5.08 Twenty-Four Hours (until 5.30)

11.30 The Manpower Services Commission 12.30-1.10am Schools Night time Broadcasting

approaches New York City. Kaleidoscope. A second

4.35

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NEWS SUMMARY

Papers will face contempt case

The Attorney General was yesterday given leave to bring contempt of court proceedings against three newspapers over publication of material from the book *Spycatcher* by Mr Peter Wright, a former MI5 agent.

The *Independent*, *Evening Standard* and *London Daily News* published extracts on Monday, although the Government had been granted injunctions preventing publication by *The Observer* and *The Guardian*.

In the High Court yesterday, Mr John Laws, for Sir Michael Havers, the Attorney General, said that publication by the three newspapers expressly thwarted the injunctions, of which they must have known.

IRA guns Record caretaker pools win

A caretaker who kept guns and explosives for the IRA in the school where he worked was jailed for five years by Dublin's Special Criminal Court yesterday.

Sean Kenna, aged 50, a father of ten, from Cedarwood Park, Dundalk, Co Louth, pleaded guilty to having guns and explosives at the Redemer primary school in Dundalk last November.

Kenna had stood as a Sinn Féin candidate.

Simple service

Relatives of the late Lord Stockton gathered at the family burial plot in Sussex yesterday for the second funeral this year.

In January, 200 mourners were at Horsted Keynes for the funeral of the former prime minister. Yesterday, 150 arrived to see Rachel Macmillan, his granddaughter, aged 31, buried after a simple service.

Rachel, a former rock band manager who died last week, had been fighting a losing battle against alcoholism.

Second Van Gogh is to be sold

Christie's is to sell another important painting by Van Gogh, dating from the same year as his "Sunflowers" series, it was announced yesterday.

"Le Pont de Trinquetaille" was until recently on loan to the Metropolitan Museum in New York and it was the sensation of the £25 million "Sunflowers" price that decided the owners to sell in London.

The sale room expects a price of about £8 million. It is being sold by Miss S. Kramarsky, whose father, Siegfried Kramarsky, is said to have turned his fortune into pictures before the war. He then fled with them from Holland to the US.

Mercy for a man who got life over 35p

By Frances Gibb, Legal Affairs Correspondent

A prisoner sentenced to life imprisonment after he robbed a pet shop of 35p more than 20 years ago has had the remainder of his life sentence quashed on the recommendation of the Home Secretary.

The rare decision, announced by Mr Douglas Hurd in a parliamentary answer yesterday means that the prisoner, Mr Robert Weekes, is no longer liable to supervision or recall to custody.

It has been taken in the wake of a ruling by the European Court of Human Rights in March that his detention without an adequate review procedure was a violation of his rights.

At the same time the Government is to examine the

current review procedure for prisoners such as Mr Weekes, serving indeterminate life sentences for reasons that may have become superfluous.

Mr Weekes, who was released on licence in September 1985, was sentenced to life, aged 17, after pleading guilty to a number of offences, including armed robbery.

This offence was committed in a pet shop, using a starting pistol loaded with blank cartridges. He stole the equivalent of 35p which he dropped.

He was released in 1976 and recalled in June 1977 after it was said he was still a potential danger to himself and others. He was released in October 1982 and further detained in April 1985.

Nottingham's sheriff and his unhappy band

Richard Evans, Political Correspondent

The Sheriff of Nottingham, once given the runaround by Robin Hood, has recently been hounded by a merry band of an entirely different hue.

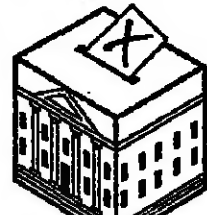
In the run-up to next month's city council elections, a few Labour councillors who have held the post or served as lord mayor have found themselves at odds with their local party and have parted company acrimoniously. Some have been deselected; others

have quietly decided not to stand again.

The deselection victims include the ruling Labour group's deputy leader and chief whip.

According to the Conservative leader, Mr Bill Bradbury, the departures are the latest confirmation that Nottingham Labour party, once a by-word for moderation, is now in the grip of the hard left.

Labour decisions to allow



LOCAL ELECTIONS

gays-only swimming sessions, to buy coffee only from Tanzania — a Third World Marx-

ist country, and to meet Sinn Féin representatives in the council's headquarters, explain why Mr Norman Tebbit included Nottingham in his list of 26 local authorities said to be in the hands of "the loony left".

"Nottingham has gone the way of the Brexits of this world," Mr Bradbury says, describing how the Labour administration set up an equal opportunities unit with sub-committees for blacks, women, disabled, gays and

lesbians; declared the city a nuclear-free zone and implemented "contract compliance" with council policies. "It is the full paraphernalia of a left-wing London borough."

In a city where the Alliance has yet to make any impact, and will be delighted if it can capture two or three of the 53 seats, Labour is defending the slimmest of majorities. The Conservatives are confident of regaining control.

The Conservative mani-

festo emphasizes local services for local people, but perhaps more importantly, the pragmatic leadership is ruling out widespread privatization of council services.

Mr Bradbury expresses "complete confidence" in the cost-effectiveness of council departments.

Mrs Betty Higgins, an old-style Labour leader, insists, however, that "we will get back, possibly with an increased majority of five or six".

Unions back technology and deals to ban strikes

By Roland Rudd

The majority of trades unions support secret ballots and the implementation of new technology, while the controversial single-union, no-strike agreements have proved both popular and successful, according to a report out yesterday.

The findings of the 1986 annual report of the Advisory, Conciliation and Arbitration Service (ACAS) shows the extent to which trades union practice has changed since the introduction of the 1984 Trades Union Act.

The Act provides for secret ballots before industrial action, and the clear impression of ACAS is that "employers and trades union officials are coming to see ballots before industrial action as a permanent part of the negotiating process".

Of the total of 246 "pre-strike" ballots known to ACAS, 189 had resulted in majority for action, 54 against and three had been tied.

The report also explodes some popular myths that the trades unions do not support technological changes. According to ACAS "changes at the workplace brought about by the introduction of advanced technology are being strongly supported by employees".

The recent published results of the 1984 Workplace Industrial Relations Survey, sponsored by ACAS, showed that except for notable exceptions in the newspaper industry, there was only strong resistance to change by employees or union representatives on 2 per cent of occasions.

But perhaps the most surprising part of the report is ACAS's findings on single-union agreements, which were found in an increasing range of organizations and foreign companies operating in Britain last year.

Although the report warns that problems can be created for inter-union relations, it says on the whole the "new style agreements provide clear advantages".

For management, a single representative channel for all employees can simplify communications, consultative and bargaining structures. For unions, there are potential benefits in terms of security and stability.

The report shows how sin-

gle status agreements are often aimed at eliminating traditional social distinctions between managers, supervisors and other employees.

The new style agreements also lead to consultation, communication and employee involvement. "It seems clear," ACAS says, "that these channels are being used to discuss not only the normal range of terms and conditions of employment, but broad issues including business strategy, investment policy, trading performance, operating efficiency and future manpower plans".

These findings will be welcome news for the electricians' union (EETPU), who in the last few days have been told by the TUC to withdraw from two single-union deals, upholding complaints from other unions, that they had not been properly consulted.

Despite the other unions' intensive recruiting and publicity campaigns, those extending their traditional recruitment boundaries were party to new "single union agreements" giving sole representation and bargaining rights.

Some unions were taking steps to increase their membership among part-time and unemployed workers and many were taking more definite new steps to enlarge the role which women members, and those from ethnic minorities, are playing in their affairs.

Changes in employment patterns continued, with part-time employment growing, particularly among women, to well above four million. The numbers of temporary workers also increased.

The report shows strikes were down last year: of the 1,457 requests for collective consultation, 86 per cent were settled without any industrial action.

Intervention by the conciliation service ACAS resulted in 63 per cent of its caseload in Scotland being settled or withdrawn before reaching an industrial tribunal.

Mr Matt Cochran, director of ACAS in Scotland, said yesterday that the number of industrial disputes was showing a steady decline over the past four years.



Mr Thomas Finlay, Chief Justice of the Irish Republic (background left) with Mr John Murray, the Lord Chancellor, at yesterday's funeral with Lord Hailsham of St Marylebone, the Lord Chancellor (foreground left) and Mr Tom King the Northern Ireland Secretary and his wife.

Guard for judge's mourners

By Richard Ford

A huge security operation was mounted in Northern Ireland yesterday at the funeral of Lord Justice Sir Maurice Gibson, the province's second most senior judge, and his wife Cecily murdered by the Provisional IRA last weekend.

Hundreds of police and soldiers were on duty to protect the biggest establishment funeral in the province for several years, which was at-

Stalker's successor

ended by Lord Hailsham of St Marylebone, the Lord Chancellor, Sir Patrick Mayhew, the Solicitor-General, Mr Tom King, the Secretary of State for Northern Ireland, and leading members of the judiciary from Ulster and the Irish Republic.

An RUC guard was placed on Fisherwick Presbyterian Church in South Belfast from late on Tuesday night, and early yesterday the area surrounding the building was saturated with police and troops.

Now the security forces are preparing for the funeral of Ulster Volunteer Force terrorist William Marchant, aged 39, who died on the Shankill Road when the Provisional IRA attacked him, due to be held on Friday.

Mr Stalker was suspended last year for allegedly bringing the force into disrepute and mixing with criminals. This followed an inquiry by Mr Stalker into an alleged "shoot to-kill" policy carried out by the RUC in Northern Ireland.

Mr Stalker was cleared of all charges and reinstated last year, but resigned in March to take up a career in television.

The likelihood of a general election being called in the next few weeks has speeded up negotiations over how much the company will be loaned by the Treasury to build the wings. It seems likely that a little over £500 million will be offered formally on about May 11.

The 3,500 tonne ship, has undergone a refit.

announce shortly that the Earl William will be chartered for three months.

The Home Office is due to

three had been recovered inside 18 months.

The investigation by Sir Gordon Downey, Comptroller and Auditor General, blamed significant weaknesses in management control.

The department usually only attempts to recover overpayments when they are caused by fraud.

Overpayments that are recoverable amount to at least £35 million a year.

The audit office investigated a representative sample of 42 health and social security offices to find out how effective they were at recovering overpayments.

It discovered that they were owed a total of £7.4 million. About 35 per cent of the money had been outstanding for between two and six years with 7 per cent outstanding for more than six years; more than 50 per cent of cases showed no repayment had been made within the past 12 months, and recovery was "exceedingly slow" in cases of debts of more than £3,000.

Funding seems virtually certain to follow. This was revealed at yesterday's meeting of Britain's top superconductor scientists at the Rutherford Laboratory, in Oxfordshire.

The Department of Trade and Industry was also present, but disappointed many of the UK teams present by failing to announce any immediate British Government backing.

'Staff crisis' facing NHS

Jill Sherman
Social Services
Correspondent

The National Health Service is heading for a crisis because of a shortage of occupational therapists, physiotherapists and other professions allied to medicine, it was claimed yesterday.

Lord Ennals, president of the Royal College of Occupational Therapists, said that nearly 20 per cent of posts for occupational therapists and 10 per cent of posts for chiropodists were vacant because of problems of both retention and recruitment.

He told a conference of the National Association of Health Authorities in London that "analysis of the English regions' 10-year plans shows that by 1994 we will need 28.4 per cent more physiotherapists and 73 per cent more occupational therapists than we have now".

He said: "We are dealing with a major crisis which will hit the NHS hard".

Lord Ennals, a former Labour secretary of state for social services, said that demands on the professions would increase with the growing number of elderly people and the impact of the Government's policy of community care. "If therapists are not available to provide support the whole process of community care will be held up."

Posts were vacant because people were leaving the service because of low morale, low pay and increased workloads. Health authorities were also finding it difficult to recruit staff because of shortages of qualified people.

A recent survey had shown that 65 per cent of staff from the professions allied to medicine complained of high stress levels at work, mainly attributed to increased workload.

Staff were also leaving the service to take up higher paid jobs either in the private sector or in other professions.

"It is the brighter ones who are leaving to go into management and personnel. We are suffering not just from a medical brain drain but a brain drain from professions allied to medicine too."

Airbus cash deal 'close'

British Aerospace is close to an agreement with the Government over the funding for the proposed Airbus A340 and A330 long range jets.

The likelihood of a general election being called in the next few weeks has speeded up negotiations over how much the company will be loaned by the Treasury to build the wings. It seems likely that a little over £500 million will be offered formally on about May 11.

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Overpayments that are recoverable amount to at least £35 million a year.

The audit office investigated a representative sample of 42 health and social security offices to find out how effective they were at recovering overpayments.

It discovered that they were owed a total of £7.4 million. About 35 per cent of the money had been outstanding for between two and six years with 7 per cent outstanding for more than six years; more than 50 per cent of cases showed no repayment had been made within the past 12 months, and recovery was "exceedingly slow" in cases of debts of more than £3,000.

Funding seems virtually certain to follow. This was revealed at yesterday's meeting of Britain's top superconductor scientists at the Rutherford Laboratory, in Oxfordshire.

The Department of Trade and Industry was also present, but disappointed many of the UK teams present by failing to announce any immediate British Government backing.

Seamen to boycott 'five-star prison'

By Craig Seton

A cross-Channel ferry to be chartered by the Home Office to house up to 100 suspected illegal immigrants and people seeking asylum was described yesterday as a prison ship by the immigrants' organization.

However, her owners, Sealink, described the ship as equivalent to a five-star hotel.

Miss Anne Owens, of the

Joint Council for the Welfare of Immigrants, had said: "The idea of this vessel being anchored somewhere off the coast conjures up impressions of prison hulks and transportation. It is only necessary because of the increasing tendency to detain refugees and asylum seekers, which was unheard of a year ago."

And Mr Bob Rayner, Har-

wich branch officer of the National Union of Seamen, said last night that his members in the port would refuse to man the Earl William. "We are not prison officers, we are not immigration officials and we are not going to be used to implement this kind of policy of incarcerating people against their will."

The Home Office is due to

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DHSS pays £87m too much

By Richard Evans, Political Correspondent

Overpayments made through mistakes made by claimants or fraud have cost the Department of Health and Social Security about £87.1 million, a National Audit Office report showed yesterday.

The report says that 70 per cent of money fraudulently gained by claimants was still owing 18 months after the original fiddle was uncovered. In addition, 44 per cent of overpayments made because of mistakes by claimants had not been repaid.

Only one overpayment in

three had been recovered inside 18 months.

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By Robert Matthews

The European Commission is considering "as a matter of urgency" the setting up of a special community-wide research programme to ensure that Europe does not lose out to the US and Japan in the race to exploit the newly-discovered ceramic superconductors, which many believe could trigger a revolution in electronic and computer technology.

The research directorate of the EEC has asked researchers in the UK to prepare for a crucial meeting in Italy in July, saying that there is a need to "very rapidly" set up a network of European scientists working in the field, to coordinate research on superconductivity.

MORTGAGE RATE DOWN TO 11.25%

The gross rate of interest charged on existing mortgage accounts will be reduced by 1pc from 1st May 1987 except for those borrowers where the Mortgage Deed provides for one month's notice of change.

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Jail for who b barons

The £10m the Chilly

Battle for the soul of Mother Julian

py band

Jail for supergrass who broke Mafia barons' silence vow

An American financier who was carrying £10 million pounds worth of cocaine when he was arrested was jailed for nine years at the Central Criminal Court yesterday.

The judge told David Medin, aged 44, from Detroit, that the sentence was only a fraction of what he would have handed down if Medin had not given evidence against his associates.

Mr Justice Simon Brown told him he had supplied British detectives with information of "the highest quality" about the Mafia's drug-running operations and he and his family would be at serious risk of physical reprisals.

Medin had admitted being concerned with others in smuggling cocaine into Britain between October 1 last year and January 30 this year and conspiring with others to supply the drug.

Both charges carried a maximum sentence of life imprisonment.

Mr Roy Amlot, for the prosecution, told the judge that Medin had co-operated and "named names" in the Mafia after being arrested in London in possession of £10 million of almost pure cocaine.

Det Insp Steven Parker, of Scotland Yard's central drugs squad, said Medin was not only prepared to give evidence

against his fellow conspirators but had provided criminal intelligence of the highest quality. He had provided the Yard with detailed knowledge of Mafia activities, including information on supply routes and money-laundering facilities.

"As a result of the information, a number of arrests have been made."

Medin, dressed in a dark blue business suit was not brought up from the cells into the dock in court one as is usual. He is under special police custody and was brought in through the public entrance of the court.

Mr Amlot told the judge that Medin was arrested by Scotland Yard drugs officers on his way in a taxi from Grays, Essex, to the Dorchester hotel. He had with him two suitcases containing a total of 36 kilos of virtually pure cocaine hydrochloride.

"Scientists say it is as pure as you can get", Mr Amlot said. "It is of a type that can be cut probably four times and therefore had a street value of approximately £10 million."

"Within a few hours, Medin had decided to tell the police all."

Medin had freely admitted that he was working for the Mafia. He described it as the Detroit Mafia.

Medin, Mr Amlot said, described himself as an invest-

ment banker and had undoubtedly been used by the Mafia for his financial expertise. He was well qualified and had a degree in economics.

After working for some years for an oil products firm in Minnesota, he served as a pilot in the US Navy, but was grounded after an eye operation. For the next decade, Medin described his work as that of a "self-employed entrepreneur", buying companies which were in trouble and reorganizing them. "It was in that way that he became drawn into organized crime", Mr Amlot said.

In 1981, he was sentenced in North Carolina to 10 years for inter-state transportation of false securities and other offences. On his release in 1985 he got a job with a computer firm in Detroit which wanted assistance in financing its expansion.

The company was seeking a contract in Italy but was not strong enough to obtain the concession on its own.

Medin called in the Mafia who agreed to provide the money and influence in Italy in return for a fee and a sizeable percentage of the operation.

"In turn he agreed to provide advice and assistance in setting up facilities for laundering large quantities of cash on an international basis", Mr Amlot said.

The £10m cocaine secret at the Chilly Willy garage

The £10 million of almost pure cocaine that Mafia money "launderer" David Medin was carrying when drug squad detectives arrested him had been imported into Britain inside bulldozer parts and delivered to the Chilly Willy garage, Chesterfield, Derbyshire.

There the box sections, supposedly destined for a factory in Glasgow and imported under a customs regulation that allows certain items to be cleared at their inland destinations instead of at the point of entry, were cut open with angle grinders and the packets of cocaine removed.

If the shipment had been successfully distributed, it would have been followed by about £15 million of the drug (100 kilos) each month, as part of an organized invasion of the British drugs market by the Mafia.

Medin, aged 44, of Yar-



mouth Drive, Rochester, Detroit, and a member of the Giacalone family in Detroit, smuggled the drugs into Britain before Christmas in bulldozer parts supposedly destined for the Caterpillar works near Glasgow.

But the two push arms, weighing more than half a ton, did not reach the works, where employees were in dispute

with its American owners over closure.

At the Chilly Willy garage in Ashgate Road, Chesterfield, Medin and the Mafia men used angle-grinders to cut open the box arms.

Staff at the garage knew nothing about the drugs. They were given money for the use of the garage and to get rid of the arms for scrap. One worker gave Medin and his colleague a lift to Chesterfield.

Police have established the route of the drugs from Bolivia. They were sealed there, taken to Venezuela and loaded on open pallets on to a German Lufthansa flight to Frankfurt, from where they were flown on to London.

There, Medin and the other men, who police believe were responsible for seeing the drugs safely into Britain, collected them and chose a transport firm from the Yellow Pages to take them north.



Garth Valentine, musical director of the London West End show, Cabaret, alone in the orchestra pit yesterday after the musical's future was threatened by a dispute between musicians and players. The Musicians' Union has called an all-out strike after five orchestra members were dismissed for "playing out of tune, excess drinking and undisciplined behaviour". But the show's producer said last night "the show will go on", without the orchestra if necessary (Photograph: Alan Weller).

Women move into the executive chair

By Derek Harris
Industrial Editor

The number of women managers has risen by more than a third in the past 12 months, according to a report published yesterday.

Women managers also had better pay rises during the year than their male counterparts, although managers' pay rises overall trailed behind those of other workers for the first time in three years.

However, the salary survey also showed that women in the same position as men were on average paid less. In a number of grades they lagged behind by about £3,000 a year, while at director level the gap was up to £11,000.

The national management salary survey, commissioned by the British Institute of Management, said: "Female managers are, on average, some six years younger than their male counterparts, which will account for part, if not all, of the difference in earnings between the two groups."

The survey, based on the experiences of 356 companies with more than 21,000 executives, showed that 55 per cent of the companies now had one or more women executives compared with 49 per cent a year ago.

Women occupied 5.5 per cent of executive positions, compared with 4 per cent a year ago.

During the year women managers secured an average pay increase of 9.4 per cent compared with 7.8 per cent for men.

But few women are reaching the top of the executive tree. Only 37 per cent are above middle management status, with only one in 1,000 reaching chief executive and with only the same chance of making it as a deputy chief executive. Among other directors only 1.1 per cent were women.

Women climb higher in personnel and in purchasing and contracting areas, according to the survey, which shows that the manufacturing and production sectors are the toughest for women.

Executive earnings overall in the past 12 months rose by an average of 7.8 per cent, compared with the national average of 8.1 per cent.

Slower rises in profits were blamed.

The average annual earnings of chief executives was £63,444, their deputies earned £56,179 and other directors earned £40,885. The average for senior managers was £23,164 and middle managers £17,173.

But more executives got bonuses, with just under half of directors and just over half of managers receiving them.

1987 BIMA National Management Salary Survey (Remuneration Economics Survey House, 51 Portland Road, Kingston upon Thames, KT1 2SH. £150).

WHO IS IN THE EXECUTIVE CHAIR

	Female			Male			Responsibility level (%)	
	Earnings av'ge (£)	Av'ge age	As % of sample	Earnings av'ge (£)	Av'ge age	As % of sample	Female	Male
Chief Executive	—	—	0.4	63,580	51	0.1	1.2	—
Deputy Chief Executive	—	—	0.8	56,470	50	0.1	0.7	—
Other Directors	29,965	41	1.1	41,007	48	1.1	5.8	—
Senior Function Head	24,458	43	1.9	33,178	46	1.4	4.0	—
Function Head	20,850	39	1.9	33,178	46	4.1	12.2	—
Senior Management I	21,063	39	4.0	23,252	45	12.1	16.7	—
Senior Management II	18,404	38	5.0	21,349	44	18.1	20.0	—
Middle Management I	15,760	37	8.8	17,275	44	27.3	21.9	—
Middle Management II	13,282	36	10.6	16,148	43	35.7	17.5	—

* Includes bonuses and profit sharing

Source: Remuneration Economics

Christmas 'taxi' rapist jailed for eight years

Gary Morreale, a decorator who posed as a taxi-driver in order to rape a 20-year-old secretary on Christmas Day last year, was yesterday jailed for eight years.

Morreale, aged 30, tricked his victim into accepting a lift as she waited at a crowded city centre taxi rank. Then he savagely battered her face and

broke her jaw before raping her.

Yesterday, at Bristol Crown Court, Mr Justice McNeill sentenced Morreale after hearing that he had a previous conviction for raping a girl aged four-and-a-half-years.

The judge was also told that Morreale had not answered to

bail in 1981 while awaiting trial for an indecent assault on a girl aged 12 in Uxbridge, near London.

Morreale had also asked for an indecent assault on a girl aged 15 in 1985 to be taken into consideration.

Quoting from a doctor's report, the judge said

Morreale's ability to exercise normal self-control was "lost when he drinks to excess".

In court yesterday he admitted rape and causing grievous bodily harm with intent. He was sentenced to eight years imprisonment for rape and three years, to run concurrently, for assault.

Morreale's sentence started an instant outcry.

Mr Geoffrey Dickens, Conservative MP for Littleborough and Salford, said: "It shows again that judges live in a different world from public opinion. This man should have got at least 15 years."

The case continues.

Battle for the soul of Mother Julian

By Clifford Longley
Religious Affairs Correspondent

Mother Julian of Norwich, the fourteenth-century English mystic who lived as a hermit and had visions of God, is suddenly at the centre of that very twentieth-century controversy, whether women can be ordained as priests.

Mother Julian has been adopted as the unofficial patron saint of Christian feminists. One of her mystical visions has been set to music as an anthem and hymns are sung in her honour.

Now a theological raiding party, in the person of the wife of the rural dean of Totnes, has set out to recover her from such company and reclaim her for the traditionalists.

With a whiff of medieval odium theologorum, Mrs Elaine Bishop, of Dartington Parsonage, Totnes, Devon, has charged the women's movement with stealing Mother Julian's words and ideas "with an inappropriateness that is nothing short of impious".

Mother Julian, sometimes called Lady Julian, has a shrine in her honour in Norwich and an annual feast day, May 8, in the Church of England calendar of saints, which is celebrated nationwide by branches of the women's movement.

One of the things for which she is most famous is her idea of Christ as a mother who cares for her children. This has become a key text in arguments about the place of the feminine in the Christian Trinity, and, in turn, an argument against an all-male priesthood.

The women's movement and the Ordination of Women are engaged in a war-by-epithets in the south of the Church of England, as the time for deciding on whether to admit women as priests draws gradually nearer. Mrs Bishop's riposte to the feminist Julian cult is just the latest move.

Mother Julian, A Woman Be-
troved (Fifth House Bookshop,
Tuford Street, SW1). 50p.

Breakthrough will lead to easy, low-cost brain scans

By Pearce Wright, Science Editor

A breakthrough by British scientists gives doctors a cheap and easy method for obtaining pictures of the working brain, and for locating pinhead size tumours and clots in blood vessels that could cause strokes or heart attacks.

The equipment, which was demonstrated yesterday, was described by the research team at the Royal Marsden Hospital and the Institute for Cancer Research, at Sutton, Surrey, as the world's first low-cost scanner to detect and study brain and other deep-seated tumours.

Its development should make it possible for many more patients to have a suspected cancer diagnosed early and, hence, better treatment.

Scientific discovery

Doctors at the Royal Marsden have successfully tested the apparatus on 100 patients.

Dr Robert Ott, a medical physicist at Sutton, emphasized that in addition to early detection the device would allow closer study of the progress of treatment.

He said the research on the scanner had already aroused worldwide interest, particularly from Japanese and US medical equipment makers.

The excitement is over a development in taking pictures by a technology known as Positron Emission Tomography (PET). It is still a largely experimental technique used by medical researchers in the few places able to afford the

£2 million to build the apparatus.

The British discovery has cut the cost to between £100,000 and £200,000. Equally important, a patient can be examined with the simplicity of more conventional X-ray scanners. PET uses tiny traces of short-lived radioactive substances, known as radiopharmaceuticals, to pinpoint suspected cancers or locate blocked blood vessels.

One reason for the previous high cost lies in the production of the radiopharmaceuticals, which are made in a powerful cyclotron machine which has to be on the premises.

With the new system there is no need to have a cyclotron at hand.

Help floods in for Bings

Offers of help were made yesterday to Sir Rudolf Bing, the former director of the New York Metropolitan Opera, and his wife, who are now destitute in Leeds.

A firm of international accountants has been asked to try to secure the release of funds from the estate of Sir Rudolf, aged 85, and have them transferred to Britain to ease his financial plight.

Sir Rudolf's estate, worth £600,000, has been frozen at the direction of a New York judge who has told Lady Bing to return her husband to Manhattan after medical diagnosis that he is suffering from a degenerative brain disease.

The couple are staying at bed-and-breakfast accommodation in a run-down suburb of Leeds.

But yesterday the manager of a motel offered them a luxurious double room and three meals a day free of charge.

Peter Bunch, an "opera fanatic", runs the Cottage Motel on the banks of the river Calder at Mirfield, West Yorkshire. He said: "I have made a genuine offer for Sir Rudolf and Lady Bing to stay here for up to three months until they can sort themselves out".

Last night Mr Graham Platt, Sir Rudolf's solicitor,

was considering Mr Bunch's offer among several others, including one from Scotland to finance their stay at any hotel in Leeds.

But he also rejected criticism of the guest house, A-Bed in Harehills Avenue, where the couple are now staying. He said: "It may not be a grand location but if it was in the Yorkshire dales people would be saying 'what a lovely spot'. They are being looked after with traditional Yorkshire hospitality."

Mr Platt, a local Labour councillor, said he was trying to secure a court protection order to gain access to money from Sir Rudolf's estate.

Fat 'more risky' than sugar

By John Young, Agriculture Correspondent

It is high time the food industry made a serious effort to find substitutes for fats rather than sugars, a professor of medicine said yesterday.

Contrary to long-held assumptions, not all calories were equal and fats were more "fattening" than sugars and starches, Professor Elliot

Danfort, of the University of Vermont, said.

He told an international conference in Antwerp that most calories consumed in fatty foods were rapidly absorbed into body fat and were "burnt off" much less quickly.

In tests in the United States adult males who were overfed with a mixed diet of fats and

carbohydrates took an average of seven months to gain 30lb in weight. Those fed on fewer calories in a high fat diet showed the same weight gain in three months.

He claimed that dietary advice which equated fats and carbohydrates as contributory factors to obesity and associated disease was misleading.

Football stars 'kicked fan'

A football supporter suffered a ruptured kidney after a brawl with three of his heroes, a court was told yesterday.

Mr Barry Home, aged 19, was allegedly butted, kicked and punched after the England international, Sammy Lee, said he had called him a "fat little bastard".

Mr David Steer, for the prosecution, told Liverpool Crown Court that Mr Home was kicked so badly by Mr Lee and his then Liverpool Football Club team mates, Paul Walsh and John McGregor, that his kidney was split.

Mr Lee, aged 28, now with Queen's Park Rangers, Mr Walsh, aged 24, the England international, and Mr McGregor, also 24, all deny charges of causing grievous bodily harm and actual bodily harm in the early hours of March 27 last year.

The court was told that Mr Home, of Lampeter Road, Anfield, had been standing with a group of friends outside the Coconut Grove nightclub in Green Lane, Tuebrook, Liverpool, when he recognized a group of footballers.

Mr Lee had approached Mr Home and asked who he had called him a "fat little bastard", and accused him of calling him names, Mr Steer said.

Mr Steer added that Mr Home denied he had abused Mr Lee, but Mr Lee then started swinging punches at him. "Shortly afterwards, Mr Home was attacked by the other defendants."

Giving evidence, Mr Home said when he was punched to the ground, he was kicked by all three men.

"I was being kicked in the back as I lay curled up. I felt one sharp kick in the left side, and then I felt dazed as if I was blacking out."

He was admitted to the Royal Liverpool Hospital, and the court was told he needed 23 days treatment when the full extent of his injuries was recognized.

The case continues.

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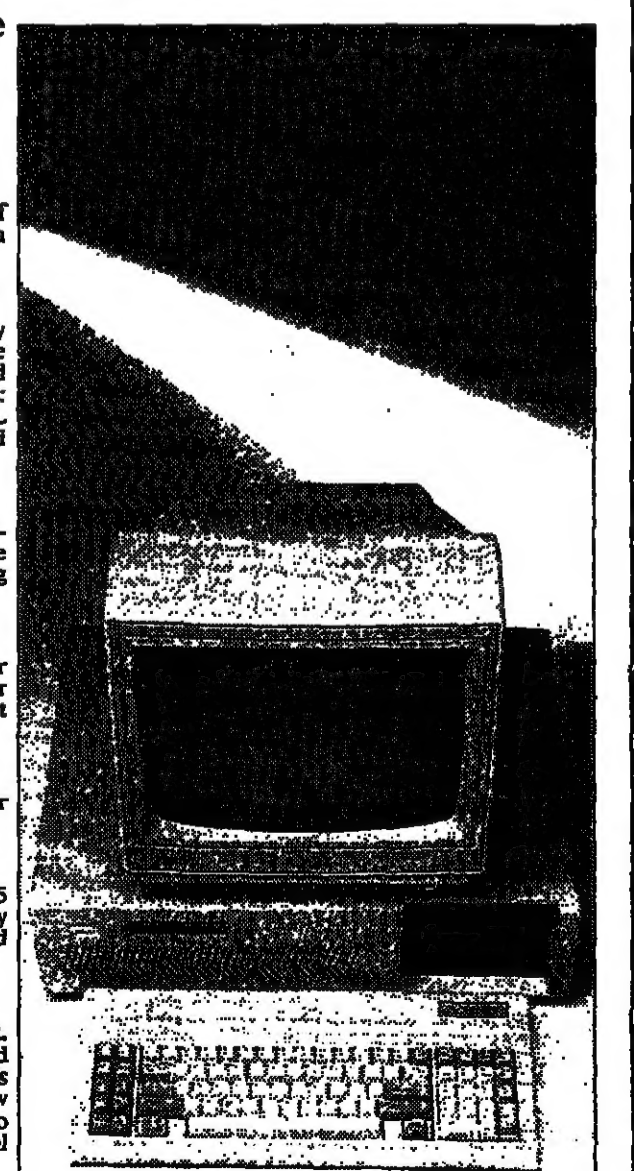
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April 29 1987

PARLIAMENT

Worry over steel plant

Concern about the future of the Ravenscroft steel plant was expressed during Commons questions when Mr Giles Shaw, Minister for Industry, said that he had recently made clear to management and trade union leaders that the strategy on the five greatest British steel plants remained in place and could not be changed until the Government had assessed the position.

He said that the strategy, agreed in 1985, was based on the continued operation of all five works for at least three years.

Ravenscroft was working well above plant output in all areas, with some extra weekend work in the strip mill. That was a good performance.

Mr Gordon Wilson (Dundee East, SNP) said that British Steel top management was notoriously anti-Ravenscroft. What guarantee was there that, after the Government had privatized British Steel, the privatized corporation would not immediately close the plant?

Mr Shaw said that there had been a consistent campaign by some representatives from Scotland in trying to suggest that the corporation had not supported the strategy on the five plants. It had done so.

'Usury rates' on overdrafts

Some of the rates of interest charged on bank overdrafts and credit card deficit balances amounted to usury if not exploitation, a Conservative MP said during Commons questions.

Mr Anthony Nelson (Chichester, C) said that this was a matter of legitimate concern. While it was not for the Government to get involved in private arrangements, it should make some signals to the private sector.

Mr Michael Howard, Under-Secretary of State for Trade and Industry, said that the only real point was whether information was given to consumers to enable them to make properly informed decisions.

Imports 'are necessary'

More than half of imports of manufactured products in 1986 were accounted for by the import of intermediate goods, semi-finished or capital goods, which were necessary for manufacturing industry, for jobs and production in Britain, Mr Alan Clarke, Minister for Trade, said during Commons questions.

MPs' interests 'a danger'

The Committee of Selection, which chooses MPs to examine Bills at committee stage, should be composed of MPs with no outside business interests, Mr Max Madden (Bradford West, Lab) said on a point of order.

Election shout amuses MPs

There was loud laughter in the Commons when Mr George Foulkes (Carrick, Cumbria, Lab) unofficially answered a Conservative backbencher's question about when the Government might receive the report of Department of Trade and Industry inspectors into the affairs of Guinness.

New peer

Lord Johnston of Rockport, formerly Sir Charles Johnston, president of the National Union of Conservative and Unionist Associations, took his seat in the House of Lords.

Correction

Lord Kibbenack did not arrive at the border between Northern Ireland and the Irish Republic a matter of hours after the murder of Lord Justice Gibson and his wife on April 25, as was reported on April 28. He was there on the morning of April 27 but not at the scene of the murders.

Britain R & D sluggard MPs told

The Government was accused during Commons questions of making Britain the "sluggard of Europe" in research and development.

Dr Jeremy Bray, Opposition spokesman on science and technology, told Mr Geoffrey Pattie, Minister for Information Technology, he was the sole obstacle to a pact on the European framework programme.

He said that there were projected cuts in the Department of Trade and Industry research and development expenditure over the next few years. There had been a lack of growth in the R and D industry since 1981 and a fall of 10 per cent in research and development in the electronics industry between 1983 and 1985.

Mr Pattie said that the Government's expenditure was three times that of 1979 when Labour went out of office.

"If I am holding up the whole of Europe in research and development, I am doing so out of a belief in the correct quality of the programme."

Earlier, Mr Allen McKay (Barnsley West and Penistone, Lab) said that the number of people who worked in R and D had fallen by more than 20 per cent since 1981.

Mr Pattie agreed that fewer people were employed in research and development in 1985 than in 1983. Between those two years, there was an increase in research and development in the civil sector by 16 per cent.

Angry House expresses frustration at Japanese

Angry MPs on both sides voiced their frustration at Japanese trade and financial restrictions and pressed Mr Paul Channon, Secretary of State for Trade and Industry, for action rather than words. He responded to their anger by emphasizing that a trade war would be a disaster for Britain as well as for Japan.

He predicted EEC action within two or three weeks if Japanese goods were diverted from the United States to European Community countries as a result of American tariffs on Japanese goods.

Mr Gregor Mackenzie (Glasgow, Rutherglen, Lab) spoke of Britain's having completely lost patience with Japan, and urged that Britain should follow the French example in measures against the country.

Mr Channon did not believe that a tariff on frozen Coquille St Jacques would strike terror into Japanese hearts.

Mr Richard Caborn (Sheffield Central, Lab): What progress is being made? He sent a minister [Mr Michael Howard, Under-Secretary for Trade and Industry] there a few weeks ago and said that he was struck by a sensible approach for opening up the Tokyo stock exchange.

Was the timetable negotiable? If not, will he use his powers under the Financial Services Act? The trade deficit, now £3.8 billion, was £282 million in 1979. The situation is worsening. What action will he take to protect British industry?

Mr Channon: The figures are inflated by the strength of the yen at present. As the yen appreciates, cash figures look larger. In volume terms, the figures will change as the value of the yen changes.

It is mildly encouraging that British exports to Japan increased last year more than did those of any other Western European country.

Mr Howard did lay down a timetable. There are to be further financial talks at the end of the month and we have made clear that we shall use our reciprocity powers under the Financial Services Act if we have to.

There is considerable movement forward on the Japanese Government's timetable for opening up their stock exchange and that is to be commended.

Mr Simon Hughes (Southwark and Bermondsey, L): There is a danger of diversion of exports to the European Community after the tariffs imposed by the United States. What measures does he think we can take to make sure that there is access for our financial institutions to Japan?

Mr Channon: There is a risk of trade diversion as a result of American tariffs and the Trade Commissioner (of the EEC) has spoken of the obscenity of bed-and-breakfast accommodation. We strongly support the Commission's proposals. If there is diversion from the United States to the Community we shall take action, I hope within two to three weeks.

Bill would help city parishes

The Alliance believed that decisions should be taken at the lowest possible level of government, Mr David Allen (Liverpool, Moseley Hill, L) said when introducing a Bill designed to boost the urban parish movement.

The Directly Elected Neighbourhood Councils Bill would act as a nursery for a new generation of local councillors and apply the principles of village life to the cities.

The Bill was opposed by Mr Terry Fields (Liverpool, Broadgreen, Lab), who said that the problems of deprived inner city areas could only be solved by injections of money. He did not press the issue to a division and the Bill was read the first time.

Pressure for leniency appeal

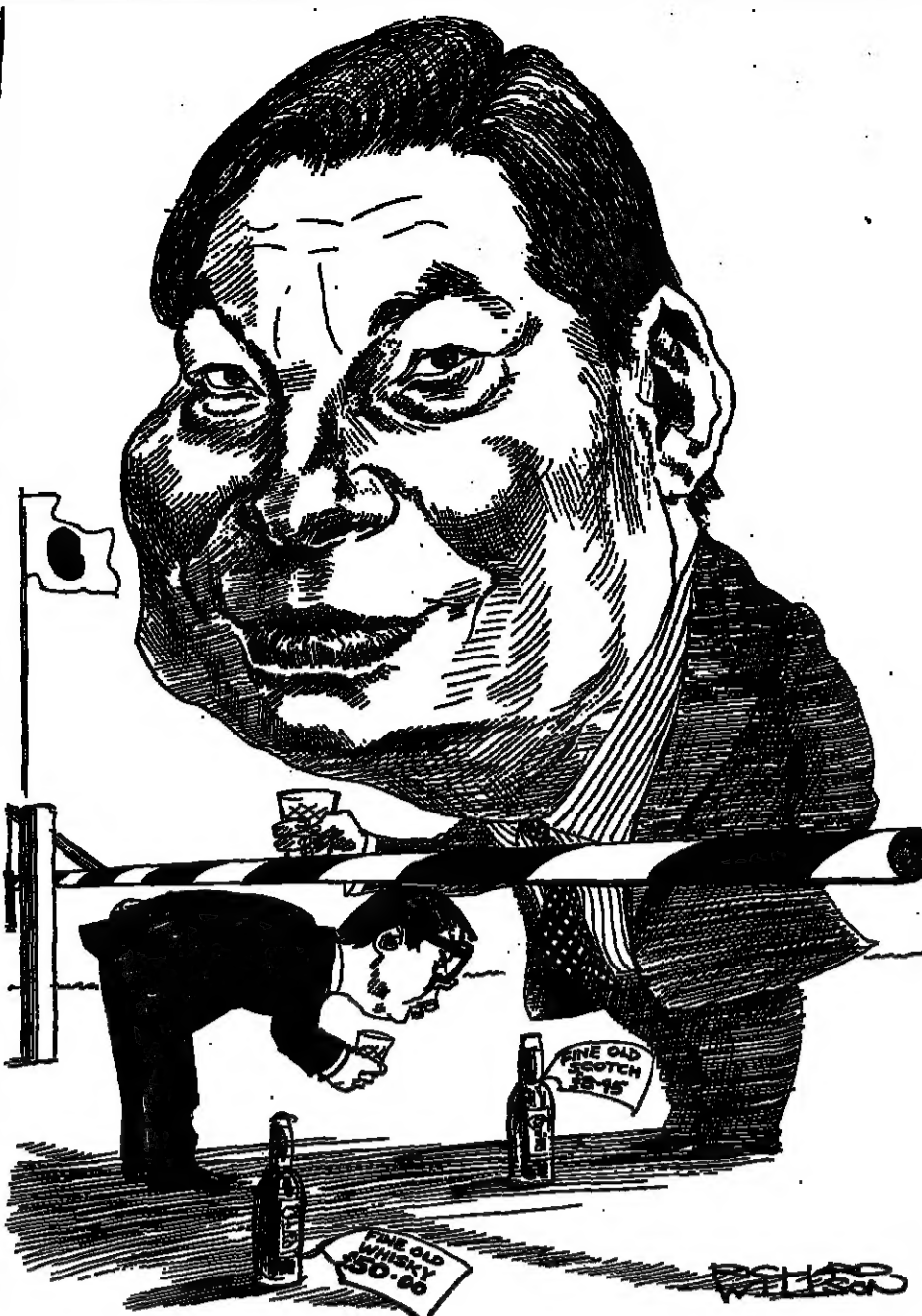
Pressure is growing in the Lords to give the right of appeal against over-lenient sentences under the Criminal Justice Bill.

Such an amendment would for the first time involve the prosecution in sentencing and meet concern about the spate of controversial sentences meted out by judges, for example, in the Belling rape case.

Peers are being swayed in its favour by legal experts including Lord Lane, the Lord Chief Justice, Lord Denning, former Master of the Rolls, Lord Ackner and Lord Roskill.

The Bill stands little chance of getting on the statute book if there is a general election in June. But if the Conservatives return to power it is likely that a similar measure will be introduced in the House of Lords in the next Parliament.

The upper House has no doubt that the present clause 29, giving the Attorney General the power to refer to the



Mr Paul Channon: Trade war would be a disaster for Britain and Japan.

Housing debate Labour threatens exploiters of homeless

The following report of a Commons debate on housing appeared in later editions of this newspaper yesterday.

A pledge that a Labour government would put out of business those who exploited the homeless in "the murky underworld" created by the housing shortage was given in the Commons by Mr Jeffrey Rooker, an Opposition spokesman on housing and construction, when he opened a debate on housing.

Moving an Opposition motion condemning the Government for its failure to provide for the nation's housing needs, he spoke of the obscenity of bed-and-breakfast accommodation.

It could not make sense for the taxpayer to pay £300 million a year to keep families in bed-and-breakfast hostels and hotels. There were cockroach-infested hotels in London and in Scotland where £45 a week was being charged for each of 20 beds and a slice of bread.

"The money could easily be switched to the Housing Corporation and local authorities to put these landlords out of business. They feed off the homeless and the taxpayer. We will see it as a duty to put these characters out of business."

About £23 billion was needed to bring the public sector of council housing up to scratch. Mr John Patten, Minister for Housing, Urban Affairs and Construction, moved a Government amendment stating that as many people as possible should have the opportunity to become

Criminal Justice Bill Pressure for leniency appeal

By Sheila Ginn, Political Staff

Court of Appeal for its opinion cases raising questions of public importance on sentencing, will be thrown out. The issue is what, if anything, will replace it.

Lord Campbell of Alloway, QC, a Conservative, has already tabled an amendment replacing clause 29.

He is calling for the Director of Public Prosecutions to be given the right to appeal against "any sentence imposed by the Crown court for an offence triable on indictment which by reason of undue leniency appears to him to fail to accord with established principles applicable to similar cases".

The Government sympathies with the aim of appeals against controversial sentences but would like to see some compromise rather than a full prosecution right of appeal. It is also worried by the strain it would bring on the newly established Crown Prosecution Service. Labour and Alliance spokesmen are

Fears of foreign control for Rolls-Royce are dismissed

The following report of a Commons debate on privatising Rolls-Royce was reported in later editions of this newspaper yesterday.

Concern that, after privatisation, Rolls-Royce could pass into foreign control was dismissed by Mr Paul Channon, Secretary of State for Trade and Industry, during the debate.

Under the company's articles no more than 15 per cent of its shares could be foreign-held. Nor was it possible for the articles to be changed without the Government's consent.

"There is no justification in claims that these provisions will not be effective in ensuring domestic control of this company."

Mr John Smith, chief Opposition spokesman on trade and industry, had opened the debate by saying that the case for privatising Rolls-Royce was motivated by dogma, pure and simple. There were no financial, competitive, industrial or technical reasons whatever. He moved an Opposition motion deploring the impending privatisation of Rolls-Royce.

Public investment in the firm was probably more than £2 billion, yet the sale was likely to raise only about £1.3 billion.

Basic tax rate of 25p in £ 'likely soon'

The Government's objective of a basic rate of income tax of 25p in the pound should not take too long to achieve given the continuation of present policies.

Mr Nigel Lawson, Chancellor of the Exchequer, said in the Commons when he opened the committee stage of the Finance Bill which implements his Budget proposals.

He was moving the acceptance of the clause which cuts the basic rate of income tax from 29 per cent to 27 per cent. He said that by last year the Government had already reduced the basic rate of tax from the 33 per cent it inherited from Labour to 29 per cent.

Before the Budget he was urged by the Opposition not to cut income tax because polls showed nobody wanted lower taxes. After the Budget Opposition MPs accused him of indulging in a pre-election bribe. But the Conservative Party was the only one committed to cutting the tax burden when it was prudent to do so.

The basic rate was now 6p in the pound lower than the rate inherited from Labour, the lowest since the war. Personal allowances were 22 per cent higher in real terms than in 1978-79. About 1.4 million people had been taken out of income tax altogether and tax thresholds were now around the international average.

The overall burden of income tax was £12 billion lower than it would have been if the Conservatives had kept Labour's tax regime and adjusted it for inflation. The benefits of these tax reductions had been felt at all income levels. Real take-home pay was higher at all levels.

People knew how much better off they were than under Labour and would not be taken in by the desperate bait propaganda launched by Labour this week. People knew that Labour, with its massive public spending pledges to finance, would increase the tax burden once again.

To pay for its £34 billion public spending programme Labour would require either a doubling of the basic rate of income tax or more than a trebling of the standard rate of VAT.

The Prime Minister had made clear as far back as 1984 that the Government had no intention of extending VAT to food.

"Beyond that, the incidence of taxation has to be determined in the light of the budgetary needs of the state, and no responsible government could conceivably take any other position."

The prospects on the basis of present policies were of a steady further reduction in taxation in the years ahead. "We believe that what people earn and save belongs to them and that the state should not take more than what is necessary to discharge the functions that only the state can perform, leaving people free to make their own choices and pursue their own destiny."

Tories only party committed to cutting burden

Mr Lawson said that the Government had raised the burden of taxation for the nation and the average family — both absolutely and proportionately.

That could not be challenged, although it was a point on which the Government felt uncomfortable. Mr Lawson said that the Government would not be reduced to the level of taxation for the nation and the average family — both absolutely and proportionately.

There was a point on which the Government felt uncomfortable. Mr Lawson said that the Government would not be reduced to the level of taxation for the nation and the average family — both absolutely and proportionately.

It is the Government's record that is now in dispute. They make false claims which I am obliged to knock down.

Parliament today

Commons (2.30): Questions; Treasury; Prime Minister, Finance Bill, committee, second day.

Lords (3): Abolition of Domestic Rates Etc (Scotland) Bill, report, second day.

COMMENTARY



Geoffrey Smith

To march out of any gathering in a spirit of moral indignation can be exhilarating. It is even better if one is then pursued with pleas to return.

But if that does not happen it can be a little disconcerting: there can then be a bleak choice between remaining out in the cold and going back with as much dignity as one can muster. Worst of all is if one's absence has passed unnoticed.

That is very nearly the position of the Ulster Unionist MPs today. Their partial boycott of the House of Commons since January last year was conceived as the supreme parliamentary protest against the Anglo-Irish agreement.

The public has hardly noticed

It has not passed unnoticed at Westminster, but other MPs are hardly awaiting their return with bated breath. Outside Parliament most people in Britain are probably unaware that the Commons is having to get by without the contribution of most of the Northern Irish members.

So it is easy to see why Mr Harry West, the former Official Unionist Party leader, has been calling this week for a change of tactics.

The present approach is ineffective in the present Parliament and will make it impossible to make the most of whatever opportunity for Unionist influence there may be in the next one.

It is open to argument just how much of a boycott there still is. Mr Enoch Powell has wisely never joined it. The other Ulster Unionists seem to be drifting back to Westminster for particular occasions.

Through Mr Ian Paisley's Democratic Unionist Party seems to be the least enthusiastic.

Most, perhaps all, of them will be in the House for the adjournment debate on Northern Ireland next Wednesday. But the boycott is not expected to be called off formally before the election.

That is no doubt partly because the Unionists do not know how they could do so without looking foolish, and they have no desire to suffer a public embarrassment just before the election. It is also probably because they are afraid of being criticized in their constituencies for being seduced by the glamour of Westminster.

The course they are most likely to follow is to take no notice of the boycott now whenever it suits them to ignore it, and then after the election to see if they can extract some concession from whoever forms the government to justify their return.

That may seem shrewd politics, but I believe it will be entirely mistaken for a number of reasons. The least important, but not a negligible consideration for practising politicians, is that they will be most open to attack at home if they fight the election on the basis of a formal, if feeble, boycott and then return fully to Parliament once it is over.

The longer they are, or pretend to be, away from Westminster the less influence they will have there. That will apply most obviously in any party manoeuvring immediately after the election.

I doubt if it will be available to the Ulster Unionists to do deals with anyone in a hung Parliament. But nobody is going to think of bargaining at all with a party whose formal policy is not to be there.

Symbolism should matter to MPs

What should matter most of all to the Unionists, though, is the symbolism of the decision. "Never seek and never miss an opportunity to put the case" should be the principles governing the conduct of politicians who proclaim that their dominant purpose is to keep Northern Ireland as part of the United Kingdom.

It is, I believe, a fair criticism of the present Government that it has taken too little account of Unionist opinion in Northern Ireland. The province can no more be governed satisfactorily over a period of time in defiance of the majority than it can be without regard to the sensitivities of the minority.

But the behaviour of most Unionist MPs in recent years has made it all too easy to discount their opinions. Rather than wondering whether to return to Westminster, they should be concentrating on how to win a new respect there.

By Rodney Cowton, Transport Correspondent

FREQUENCIES: Radio 1: 1053kHz/285m; 1089kHz/275m; Radio 2: 693kHz/433m; 909kHz/330m; Radio 3: 1215kHz/247m; VHF 90-92.5; Radio 4: 200kHz/1500m; VHF 92-95; LBC: 1152kHz/281m; VHF 97.3; Canals 6, 15, 40, 100, 101, 102, 103, 104, 105, 106, 107, 108, 109, 110, 111, 112, 113, 114, 115, 116, 117, 118, 119, 120, 121, 122, 123, 124, 125, 126, 127, 128, 129, 130, 131, 132, 133, 134, 135, 136, 137, 138, 139, 140, 141, 142, 143, 144, 145, 146, 147, 148, 149, 150, 151, 152, 153, 154, 155, 156, 157, 158, 159, 160, 161, 162, 163, 164, 165, 166, 167, 168, 169, 170, 171, 172, 173, 174, 175, 176, 177, 178, 179, 180, 181, 182, 183, 184, 185, 186, 187, 188, 189, 190, 191, 192, 193, 194, 195, 196, 197, 198, 199, 200, 201, 202, 203, 204, 205, 206, 207, 208, 209, 210, 211, 212, 213, 214, 215, 216, 217, 218, 219, 220, 221, 222, 223, 224, 225, 226, 227, 228, 229, 230, 231, 232, 233, 234, 235, 236, 237, 238, 239, 240, 241, 242, 243, 244, 245, 246, 247, 248, 249, 250, 251, 252, 253, 254, 255, 256, 257, 258, 259, 260, 261, 262, 263, 264, 265, 266, 267, 268, 269, 270, 271, 272, 273, 274, 275, 276, 277, 278, 279, 280, 281, 282, 283, 284, 285, 286, 287, 288, 289, 290, 291, 292, 293, 294, 295, 296, 297, 298, 299, 300, 301, 302, 303, 304, 305, 306, 307, 308, 309, 310, 311, 312, 313, 314, 315, 316, 317, 318, 319, 320, 321, 322, 323, 324, 325, 326, 327, 328, 329, 330, 331, 332, 333, 334, 335, 336, 337, 338, 339, 340, 341, 342, 343, 344, 345, 346, 347, 348, 349, 350, 351, 352, 353, 354, 355, 356, 357, 358, 359, 360, 361, 362, 363, 364, 365, 366, 367, 368, 369, 370, 371, 372, 373, 374, 375, 376, 377, 378, 379, 380, 381, 382, 383, 384, 385, 386, 387, 388, 389, 390, 391, 392, 393, 394, 395, 396, 397, 398, 399, 400, 401, 402, 403, 404, 405, 406, 407, 408, 409, 410, 411, 412, 413, 414, 415, 416, 417, 418, 419, 420, 421, 422, 423, 424, 425, 426, 427, 428, 429, 430, 431, 432, 433, 434, 435, 436, 437, 438, 439, 440, 441, 442, 443, 444, 445, 446, 447, 448, 449, 450, 451, 452, 453, 454, 455, 456, 457, 458, 459, 460, 461, 462, 463, 464, 465, 466, 467, 468, 469, 470, 471, 472, 473, 474, 475, 476, 477, 478, 479, 480, 481, 482, 483, 484, 485, 486, 487, 488, 489, 490, 491, 492, 493, 494, 495, 496, 497, 498, 499, 500, 501, 502, 503, 504, 505, 506, 507, 508, 509, 510, 511, 512, 513, 514, 515, 516, 517, 518, 519, 520, 521, 522, 523, 524, 525, 526, 527, 528, 529, 530, 531, 532, 533, 534, 535, 536, 537, 538, 539, 540, 541, 542, 543, 544, 545, 546, 547, 548, 549, 550, 551, 552, 553, 554, 555, 556, 557, 558, 559, 560, 561, 562, 563, 564, 565, 566, 567, 568, 569, 570, 571, 572, 573, 574, 575, 576, 577, 578, 579, 580, 581, 582, 583, 584, 585, 586, 587, 588, 589, 590, 591, 592, 593, 594, 595, 596, 597, 598, 599, 600, 601, 602, 603, 604, 605, 606, 607, 608, 609, 610, 611, 612, 613, 614, 615, 616, 617, 618, 619, 620, 621, 622, 623, 624, 625, 626, 627, 628, 629, 630, 631, 632, 633, 634, 635, 636, 637, 638, 639, 640, 641, 642, 643, 644, 645, 646, 647, 648, 649, 650, 651, 652, 653, 654, 655, 656, 657, 658, 659, 660, 661, 662, 663, 664, 665, 666, 667, 668, 669, 670, 671, 672, 673, 674, 675, 676, 677, 678, 679, 680, 681, 682, 683, 684, 685, 686, 687, 688, 689, 690, 691, 692, 693, 694, 695, 696, 697, 698, 699, 700, 701, 702, 703, 704, 705, 706, 707, 708, 709, 710, 711, 712, 713, 714, 715, 716, 717, 718, 719, 720, 721, 722, 723, 724, 725, 726, 727, 728, 729, 730, 731, 732, 733, 734, 735, 736, 737, 738, 739, 740, 741, 742, 743, 744, 745, 746, 747, 748, 749, 750, 751, 752, 753, 754, 755, 756, 757, 758, 759, 760, 761, 762, 763, 764, 765, 766, 767, 768, 769, 770, 771, 772, 773, 774, 775, 776, 777, 778, 779, 780, 781, 782, 783, 784, 785, 786, 787, 788, 789, 790, 791, 792, 793, 794, 795, 796, 797, 798, 799, 800, 801, 802, 803, 804, 805, 806, 807, 808, 809, 810, 811, 812, 813, 814, 815, 816, 817, 818, 819, 820, 821, 822, 823, 824, 825, 826, 827, 828, 829, 830, 831, 832, 833, 834, 835, 836, 837, 838, 839, 840, 841, 842, 843, 844, 845, 846, 847, 848, 849, 850, 851, 852, 853, 854, 855, 856, 857, 858, 859, 860, 861, 862, 863, 864, 865, 866, 867, 868, 869, 870, 871, 872, 873, 874, 875, 876, 877, 878, 879, 880, 881, 882, 883, 884, 885, 886, 887, 888, 88

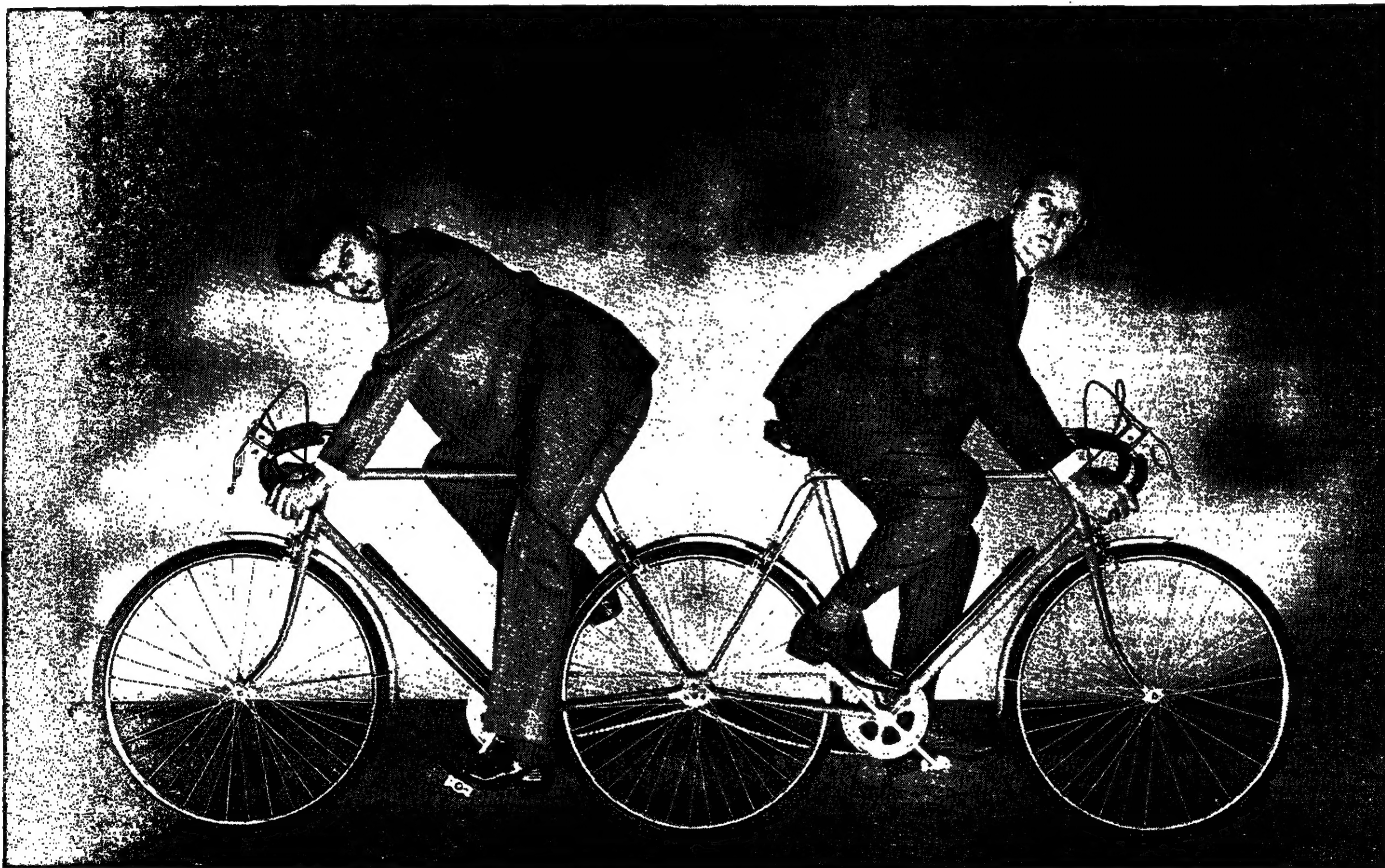
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12

Managua aims to ease Miskito crisis with minority Bill of rights

From Alan Tomlinson, Puerto Cabezas, Nicaragua

A draft Bill granting land rights and a measure of self-government to Miskito Indians and English-speaking blacks on Nicaragua's Atlantic Coast has been approved by an assembly of ethnic minority leaders amid both accolades and scepticism.

The plan is expected to be passed without serious changes by the National Assembly later this year, and has been praised as a breakthrough by some North American Indian leaders.

But one Miskito delegate to the three-day conference held here last week observed that autonomy was like a pill. "You don't know whether it's going to be bitter or sweet until you have tasted it."

"Many of our people are doubting," Thomas, a Sandinista member of the Creole community and one of the principal authors of the autonomy plan, said.

The proposal holds the key to ending the five-year-old war waged by the Miskitos against the Sandinista Army in the forests, savannahs and swamps of the region.

The final draft of the law, drawn up during two years of consultation amongst coastal communities, including the

small Sumu and Rama Indian tribes, was hammered out to the beat of reggae music in this Caribbean seaport of wooden houses on stilts.

The Atlantic Coast region comprises the two vast provinces of North and South Zelaya. Though it covers half the country, only 10 per cent of the population lives here. Colonized initially by the British who imported African slaves and made alliances with the Miskitos, its people have little in common with the Spanish-speaking majority of Nicaraguans.

Isolated and neglected for centuries, the "Costeños", as they are collectively known, grew accustomed to being left alone. The 1979 Sandinista revolution threatened their traditional ways of life, which for many Indians consisted of hunting in the forests.

Thousands, mainly Miskitos, fled to Honduras where many took up arms and joined the US-sponsored counter-revolution. Recognizing the vulnerability of the region as a potential beach-head for the Contras, the Government reacted by burning down Indian villages and herding those who had remained into camps.

But the Sandinistas quickly

realized their mistake as the Reagan Administration, accusing them of racial genocide, began to exploit the situation internationally.

Since the Government began talking about autonomy two-and-a-half years ago, thousands of Miskitos have returned from Honduras and several hundred Indian rebels have deserted from the Contras.

Paradoxically, the Government sees regional autonomy as a means of uniting the nation and integrating the coast into the revolution. "Autonomy is the revolution on the Atlantic Coast," said Mr Johnny Hodgson, another Creole member of the commission which drew up the plan. "It is the first time in our history that we ourselves have the opportunity to elaborate a proposal that will define how we want to live."

The draft law recognizes the rights of native communities to lands, forests and waters that have traditionally belonged to them, as well as their right to work them in traditional ways, implying that socialized forms of agriculture promoted by the revolutionary Government on the Pacific Coast will not be imposed on the Indians.



The American engineer Mr Benjamin Linder, working in Nicaragua's Jinotega Province where the Sandinista Government says he was killed by Contra rebels.

American's killing blamed on rebels

From Our Own Correspondent Managua

An American engineer working in the north of Nicaragua has been killed by US-backed Contra rebels, according to the Managua Government.

Mr Benjamin Linder, aged 27, from Portland, Oregon, was among three people who were reported to have died when Contras attacked a hydro-electric project near the town of San José de Bocay in the mountainous province of Jinotega on Monday.

The Information Minister, Señor Manuel Espinoza, said that Mr Linder had been "assassinated" but offered no details of the circumstances of his death. One unconfirmed report quoted peasants in the area as saying that the rebels had walked into his office and shot him.

However, a doctor who examined the body was quoted as saying that he had died from shrapnel wounds.

Mr Linder, who came to Nicaragua in 1983, was among an estimated 3,000 Americans working here in solidarity with the Sandinista revolution and despite US support for the anti-government rebels. At least six international volunteers have been killed in Contra attacks and ambushes.

Contra chief says CIA is blocking his share of funds

From Martha Honey, San José, Costa Rica

A Nicaraguan Indian Contra leader says that his organization has not received its share of aid money appropriated by the United States Congress and that American funds are being used to "destroy" him.

Señor Brooklyn Rivera, leader of Misurasa, the oldest and most independent of the Indian Contra movements which operate out of Costa Rica, said: "The CIA is doing what it can to block our money. It wants control over the organization."

He has repeatedly resisted pressure from other Contra leaders and the US to align with the Nicaraguan Democratic Force (FDN), the largest Contra army, or with the political umbrella movement, the United Nicaraguan Opposition (UNO) — both of which are backed by the Reagan Administration.

But Congress, where Señor Rivera has considerable support, specified that \$5 million of Washington's \$100 million (\$62.5 million) Contra aid package should go to Misurasa. He says that the money was due to arrive six months ago, but to date his organization has received "absolutely nothing".

Instead, Señor Rivera claims, Central Intelligence Agency (CIA) agents have offered bribes to his commanders. He said these agents "are proposing that, if they get rid of me and join the FDN and UNO, they can get all the supplies and money they need".

He said a Cuban-American CIA agent tried to hire one of his commanders to murder him in his San José house. Further, Señor Rivera says that fighters he sent to receive US military training were detained in a Honduran Contra camp.

He claimed that Lieutenant-Colonel Oliver North, the former National Security Council aide, was behind the creation in September 1985 of Kisan, an Indian organization that has become Misurasa's chief rival.

Señor Rivera says Colonel North gave Mr Robert Owen, an American go-between to the Contras, \$60,000 to organize Kisan at a meeting in Honduras. Señor Rivera was arrested and deported when he travelled to attend it.

The Indian leader says his plight resembles that of Señor Eden Pastora, another Costa Rican-based Contra leader, who abandoned the armed struggle a year ago because, he said, the CIA successfully bribed his commanders to join with the FDN.

Kidnapping in Colombia

Bogotá abductions 'worse than Beirut'

From Geoffrey Matthews, Bogotá

The phenomenon, a leading Colombian press columnist has observed, is now "a national sport, a kind of lottery in which any bright spark seeking to enrich himself fast can play". The "sport" is kidnapping. In the first three months of this year 62 people were kidnapped, according to figures just released.

This is true to the alarming form which in recent years has made Colombia the country with the world's highest incidence of this most heinous crime.

In 1982 there were 136 kidnappings, in 1983 167, in 1984 the figure rocketed to 299, in 1985 it was 286, and last year 176.

Yet nobody believes that kidnappings dipped in 1986, merely that the gaping discrepancy between reported and unreported abductions was even larger than usual, and clearly, if the rate continues unabated, this year will conclude with a figure approaching 250.

It was the kidnap rate combined with the always notoriously high level of street crime, a spiralling wave of political killings, guerrilla actions and violence generated by the cocaine racket that led Dr Misael Pastrana Berrero, the former President, to declare recently that Colombia's plight was "worse than Beirut today".

There is a sinister Beirut ambience about early morning traffic on Carrera Septima, one of Bogotá's principal highways, as sleek chauffeur-driven limousines speed their passengers to work.

The vehicles are invariably armoured-plated, and the VIP in the back sits squeezed between bulky armed bodyguards. Often the car is wedged between two accompanying open jeeps with yet more bodyguards, standing alert, eyes peeled, their hands nervously nursing automatic weapons.

This is how industrialists, businessmen, bankers, politicians, diplomats and certain middle-ranking drug racketeers go about their daily business in Bogotá and Colombia's other principal cities.

Kidnappings on a large scale began about a decade ago when guerrilla groups announced that executives of national and multinational companies were legitimate tar-

gets as symbols of the capitalist system they sought to overthrow.

Later they unwisely targeted relatives of board members of the "Medellín cartel", the drug cartel centred on Colombia's second-biggest city, controlling the Latin American cocaine trade. Infuriated after paying out several huge ransoms, the "mafiosos" struck back by founding an assassination squad called "death to kidnappers" unleashing a bloodbath in which not only suspected subversives perished but also trade unionists, human rights activists, university teachers, students and assorted others suspected of left-wing politics.

What has changed in recent years is that kidnapping has been taken up by Colombia's ruthless criminal classes.

While in the late 1970s kidnappings were principally the work of left-wing guerrillas

● It has been taken up by the ruthless criminal classes ●

bent on making propaganda and profits for their revolutionary cause, many observers calculate that today common criminals are responsible for between 40 and 60 per cent of abductions.

The biggest ransom ever paid out is believed to have been for a Texas petroleum executive kidnapped by guerrillas in 1983. Reports of the ransom paid for his freedom range from \$1 million to \$3 million (£1.87 million), believed to have been handed over in Panama.

Yet while the wealthy live most in fear of abduction, the phenomenon is also increasingly claiming victims among the middle and even working classes. Typically, a housewife takes her child to a local supermarket. While she is engrossed in selecting products from the shelves, her child is snatched.

Before she has noticed the child's disappearance, she is approached by a stranger, told of the kidnapping and instructed of a nearby rendezvous where she is to make the ransom payment. Such kidnappings last less than an hour, involve ransoms of as little as 30,000 pesos (about £100) and are not subsequently reported.

Oslo baby's death sign of hospitals problem

From Tony Samstag, Oslo

The death of an eleven-month-old boy has provoked a political row over the gathering crisis in the Norwegian health service.

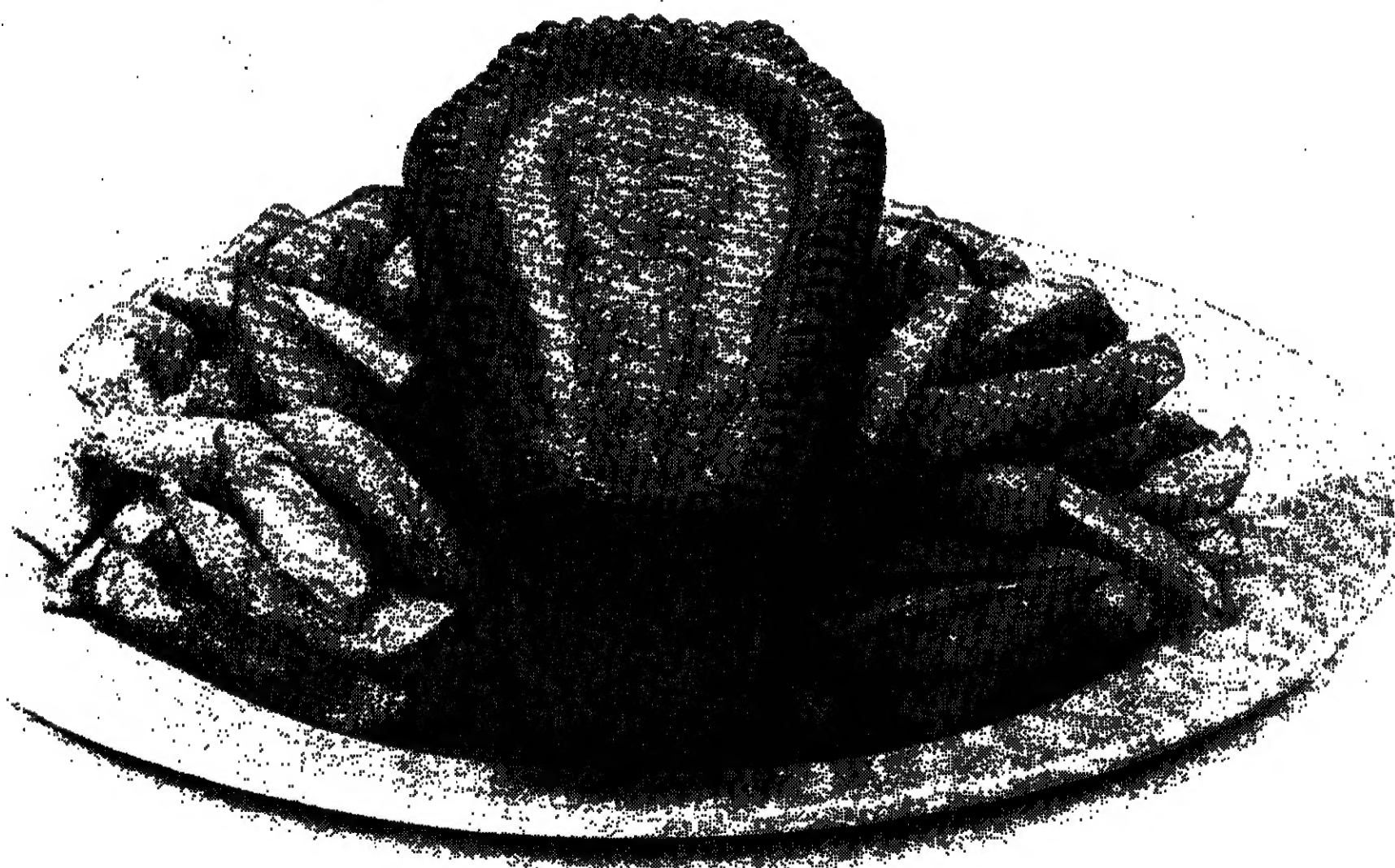
Doctors at the National Hospital in Oslo admitted earlier this week that little Glenn Emil Harestad died there on Monday Thursday after a life-saving operation was cancelled because there were not enough specialist nurses to look after him.

Politicians have denounced the incident as "a kind of manslaughter", and the furor intensified yesterday with the announcement by doctors at Ullevaal Hospital, virtually next door, that the operation could have been arranged within minutes of a single telephone call.

The baby had been born with a heart defect. On the night of his death, surgeons were preparing to operate but stood down when it became clear that adequate care could not be guaranteed.

Despite a commitment to increased spending, the Government has had an uphill struggle to reverse the decline in the health service.

The British diet



What you can do about heart disease.

Heart disease is Britain's number one killer. It causes one in every four deaths in this country.

But, if everyone took more care, many of these deaths could be prevented.

You probably already know the dangers of smoking. Now the benefits of eating less fatty foods and finding the time for exercise are becoming clearer.

So help yourself and encourage those around you to choose a healthier way of life.

Try to eat more fish, more poultry, and trim the fat off meat. Grill rather than fry. Use vegetable oils rather than animal fats whenever possible.

And eat plenty of fresh vegetables, fruits, cereals and bread, preferably wholemeal.

Of course, it may be difficult to change the way you live. But it makes sense to try.

Especially when you remember that 180,000 British men and women died of heart disease last year.

What we are doing to help.

The British pharmaceutical industry researches, develops and manufactures vaccines and medicines.

Working closely with universities and the NHS we're part of Britain's system of health care.

Through investment in research we are striving to discover better treatments for heart disease and related conditions like high blood pressure.

But where possible prevention is best.

So if you want further advice on what you can do about heart disease write to: LAYH! Booklet, Dept. 854, 20 Clarke Rd, Bletchley MK1 1HQ.

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Manila activists beheaded in run-up to elections

From Keith Dalton, Manila

Three election campaign workers were found beheaded on the outskirts of Manila yesterday in the bloodiest incident so far in the campaign for next month's congressional elections in the Philippines.

The three men, activists of Mr Rached Sabar, a left-wing candidate, were kidnapped on Sunday by armed men in fatigues, witnesses said. Police recovered their bodies from fields near a squatter colony in the outer suburb of Taguig. Their heads were found several feet away.

Another campaign official was shot dead in Baguio as he walked home after a late night election rally, local police said. These deaths raised to 47 the number of election-related deaths since campaigning began on March 9.

"This election will be the cleanest election in the history of our beloved country,"

President Aquino vowed last month, when she launched her campaign for her hand-picked 24 senatorial candidates.

Every weekend since, Mrs Aquino has criss-crossed the country attending rallies and presenting her administration's candidates to provincial voters.

The President's immense personal popularity is regarded as the key to "Cory's candidates", a strange mixture of seasoned politicians from both the left and the right and political neophytes.

The disgruntled opposition candidates continually decry her personalized electioneering as unfair and improper, but steer clear of personal attacks on her.

Many of these administration opponents deftly sidestep any past links with the exiled former leader, Mr Ferdinand Marcos, fearing that any endorsement from him would

be the "kiss of death" to their electoral chances.

Nevertheless, stories continue to circulate here of "Marcos bag men" returning from Hawaii with instructions and millions of pesos from the ailing former dictator.

The hard political contest has two more weeks to run. Bombastic speeches, cheer squads, beauty and singing contests have returned to the political arena after 14 years of stolid campaigning - boring because the results were known before polling day.

But the bands and the fireworks smother any attempt to raise pressing political and economic issues. Foremost among these are how to revive the virtually stagnant economy and how to placate the restive military, grown fat during the 20 years of Marcos pampering.

Fun has returned to the Philippines political arena but

so have the prancing and pompous politicians of old, or their scions, with plenty of money but bankrupt ideas.

Among them Mrs Aquino and her Vice-President, Mr Salvador Laurel, have more than a dozen relatives seeking election to the 24-member Senate and the 200-seat House of Representatives.

Also running are film stars, ex-beauty queens and the former head of the Communist New People's Army.

Mr Juan Ponce Enrile is the leading opposition candidate. A former Defence Minister of the Marcos era, he also served Mrs Aquino for nine months until she dismissed him last November in the wake of a foiled coup attempt.

But Mrs Aquino wants no opposition in the Senate. "We need people in the Senate who will help me, not fight me," she has been telling her enthusiastic followers at rallies.



An 88-year-old man paying tribute to his Emperor yesterday in Tokyo where 55,000 people gathered outside the Imperial Palace to celebrate Hirohito's 86th birthday.

Frail Hirohito helped from banquet

Tokyo - Emperor Hirohito of Japan, celebrating his 86th birthday yesterday, left a palace banquet 15 minutes early saying that he felt unwell (David Watts writes).

He was helped from the banquet table before 400 VIP guests, including Mr Yasuhiro Nakasone, the Prime Minister, and members of the Cabinet, by the Crown Prince

and Princess Michiko and Prince Hanako.

Later, palace doctors said that although the Emperor appeared to be tired, his pulse, blood pressure and temperature were all normal. He rested until just after 4pm and then returned to his study.

The Crown Prince attended an afternoon tea party for foreign ambassadors in place

of the Emperor and an evening dinner party for the Imperial family was cancelled.

Some 55,000 people greeted the Emperor during three appearances on a palace balcony during the morning, the first time with Empress Nagako. His voice was clear and firm when he thanked the crowd for their birthday wishes.

EEC talks fail to agree farm prices

Luxembourg - Three days of talks between EEC agriculture ministers on prices for produce in the 1987-88 season ended yesterday in deadlock (Our Correspondent writes).

Mr Michael Jopting, the British Minister, denied that the talks had been going round in circles, but observers said little more progress could be expected at the next meeting on May 18.

Herr Ignaz Kiechle, the German minister, led opposition to price proposals involving a change in the "Green" currency.

Canada snub

Ottawa (AP) - President Waldheim of Austria would not be welcome in Canada, Mr Brian Mulroney, the Prime Minister, said.

Pilot record

Sydney (Reuters) - Mr Dick Smith, a millionaire Australian businessman, has claimed the first flight by helicopter to the North Pole. It was his third attempt.

Iran quake

Nicosia (AP) - An earthquake shook southern Iran near the port of Bandar Abbas. No casualties were reported.

Caviar haul

Tehran (AFP) - A large caviar smuggling ring was broken up at Tehran airport, when about 900 lb was seized.

Big trouble

Wellington (AP) - New Zealand rejected two elephants, a gift from Mr Rajiv Gandhi, India's Prime Minister, as they had foot-and-mouth disease.

Australia's troubled Opposition

Leadership crisis as coalition ends

From Stephen Taylor, Sydney

The final collapse of Australia's opposition leadership, and specifically his proposal for a radical new flat-rate tax system. Neither Mr Howard nor Mr Sinclair was able to hold the line against Sir John's order that National MPs from Queensland should join his breakaway party.

In this crucial test of strength, the Howard leadership has been made to appear ineffective yet again, while Mr Sinclair has been continuously undermined by elements in his own party bent on introducing the kind of fundamentalist solutions to Australia's problems advocated by Sir John.

Yesterday, with the coalition in ruins, Mr Howard announced that the Liberals would start their own rural campaign with a "push for the bush" against the rural-based Nationals.

Meanwhile, Sir John repeated that he was now de facto leader not only of the Nationals, but of conservative voters generally. There was no indication that Mr Sinclair would stand down, although his position as federal leader of the Nationals must be in doubt.

The fact that there is yet another hat in the ring - that of Mr Peacock, who was dismissed as shadow foreign minister recently for disloyalty to Mr Howard - only adds to the disarray in the ranks of the Right at a time when they ought to be able to make capital at the Hawke Government's expense.

The coalition founded on Sir John's gauntlet to the estab-



Mr John Howard: losing in leadership popularity poll.

Mr Ian Sinclair: undermined by his own party members.

Peaceful change sought by Thai revolutionaries

From Neil Kelly, Bangkok

A defector from the outlawed Communist Party has organized a new political group which aims, it says, to conduct a "peaceful" revolution and to replace Thailand's elected parliament with its own revolutionary council. The development is seen as one of several co-ordinated moves by power brokers to discredit the existing parliamentary system.

Consequently, uneasiness about what may lie ahead is more pronounced than at any time since the last military rebellion against the Government 19 months ago.

Some policies of the new

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Some British babies are born less equal than others.

This child sleeps peacefully in a part of the United Kingdom which is not governed in the same way as the rest of the country.

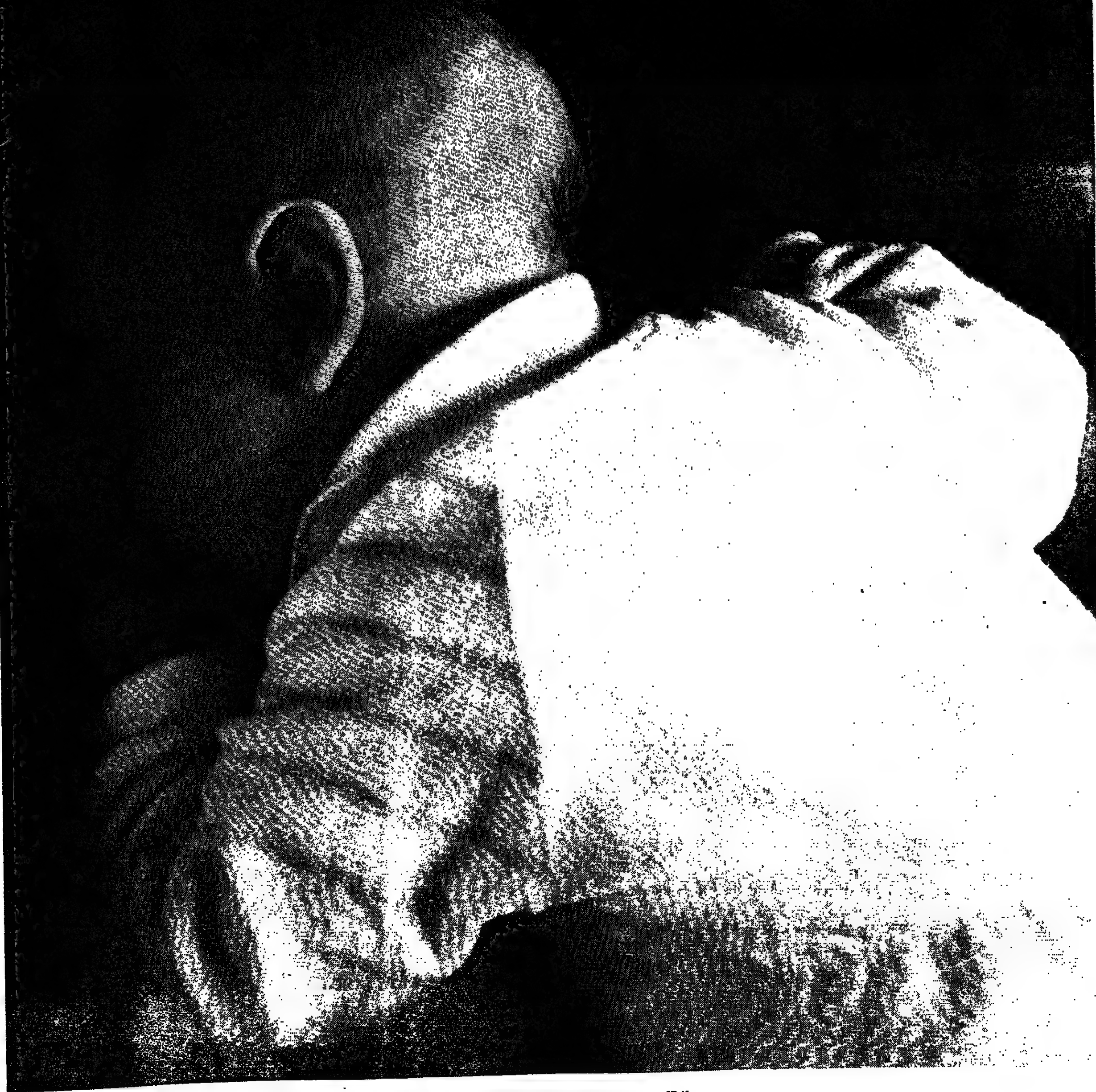
Her health and education will be controlled, not by elected representatives, but by members of a board nominated by central government.

When she is older she may discover that a vote for the majority view doesn't necessarily have the desired effect.

For she lives in Northern Ireland where people do not enjoy the same democratic rights as other UK citizens.

If you were born British, you wouldn't want to settle for anything less.

The vast majority of people in Northern Ireland still want to remain part of the UK. Is that so wrong?



Published by Belfast City Council on behalf of the ratepayers of Belfast.

Ray Heatn 11

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HEALTH

Should people with incurable diseases have children? Liz Gill meets a risk assessor

Counsel for the afflicted

Each of Anita Harding's patients lives with a sword of Damocles suspended above the head. Her job is to tell them how likely it is to fall. Aged 34, she is one of only three women consultant neurologists in the country and is a consultant physician at the National Hospital for Nervous Diseases in London, which runs the country's foremost neurological counselling service.

Its aim is to bring the latest medical and scientific knowledge to bear on what must be one of the most agonizing of human decisions: whether to risk having a child who might one day develop a cruelly debilitating disease; whether to bear a baby whose legacy might be pain and suffering.

The people she sees are members of families with a history of genetically transmitted diseases of the nervous system (rather than of the blood, causing haemophilia, or the respiratory and gastro-intestinal systems, causing cystic fibrosis). These include Huntington's chorea, Friedreich's Ataxia and some muscular dystrophies as well as less common, but equally distressing, afflictions which occasionally run in families, such as Alzheimer's Disease.

These illnesses affect an estimated 150,000 people in the United Kingdom. For every actual sufferer there will be others at risk, the degree of risk depending on the disease.

An overwhelming proportion of these diseases are incurable, hence the agony of the dilemma. What lends it even greater poignancy is that there is no guarantee that the disease will be inherited. At conception there is a general shake-up of genetic material from both parents. Some is kept and some is lost — what the offspring acquires, and from whom, is decided in an instant and is beyond control. It is what makes humans so infinitely varied

and Dr Harding's task so infinitely complex: "The decisions people are faced with are quite terrible ones."

She uses Huntington's chorea to illustrate the dilemmas which face her patients. Huntington's is a degenerative disease that manifests itself initially in movement disorders, followed by severe disability and dementia. It usually develops between the ages of 25 and 50 and on average the victim dies about 12 years after it is diagnosed.

It affects 3,000 people in Britain. For every one of those there are a further seven or eight at high risk. Diagnosis in this and the other illnesses is frequently a complicated business because of the imprecision of the symptoms, and part of Dr Harding's genetic detective work is to establish its presence in the first place.

"Then, based on the family tree, you can tell what the risks are. If a parent has Huntington's then the child has a 50 per cent chance of getting it. Take a typical family: Mrs Smith is 45 and she has it. Her son John is 25 and he is still well.

"As long as he is well, his children have only a 25 per cent chance of getting it. If he reaches 45 and gets it, then their risks go up to 50/50. If he gets to 80 and doesn't develop it, they are not at risk at all and neither are their children. This disease does not skip a generation.

"What is he to do? If he has children and then at 40 he develops the symptoms, he may be consumed with guilt. If he decides the risks are too high and he



Facing up to their future: Dr Anita Harding, consultant neurologist

will not have children, and then he gets to 60 and he's never become ill, his life will be filled with regret.

"These illnesses put tremendous strains on families. One woman told me that when the family is all together for a party or Christmas, and they're washing up afterwards and one of them drops a cup, the whole room goes deathly silent because everyone is wondering whether that's the first sign."

In her weekly counselling sessions Dr Harding will frequently see half a dozen members of the same family, those linked by blood, those linked by marriage. All, one way or another, have a stake in the future. But no one is forced to attend. Not only are such diseases incurable, there is little one can do to stop their progress, which is often a hard concept for people to grasp in an age that holds "lifestyle and environment" cul-

pable for so much sickness. There has been, however, a major breakthrough in assessing the risk. It is possible now to test not for the gene itself — although the perfection of a technique is " tantalizingly close " — but for the next best thing, a genetic "marker".

By using this marker, doctors will be able to determine, with about 95 per cent certainty, whether a person carries the offending gene.

Because the marker must be traced through three generations' blood samples, it can be done on only a small proportion of adults — it would need them to have surviving grandparents, which is statistically unlikely given the mortality rate of the disease. If grandparents are still alive, however, the test can be done on a foetus, to show whether it has a high (50 per cent) risk or a virtually negligible risk. It is taken between eight and 10 weeks, and the parents can be offered a termination at a more medically, emotionally and socially acceptable stage than later on in a pregnancy.

The hospital is hoping to start such tests in the near future. "Many people don't want to know, of course, and you can understand why. If you tell them they are very likely to carry the gene, does it mean they can plan their lives to make the most of their time, or does it spoil those lives?"

She is married to another neurologist — "Yes, we do talk about it a lot. It's

rather an absorbing specialty" — and has no children feeling that perhaps there are not enough hours in the day for both a demanding career and motherhood.

She sees about 300 families a year and her colleague, Michael Baraitser, consultant geneticist at Great Ormond Street Hospital, sees a similar number. Her work is not always concerned with giving out bad news, with some illnesses and some individuals she can give an all-clear or tell them any risk is minuscule. Sometimes her counselling will strike a middle way: people may settle for one or two children when they originally wanted more.

"People think, when they come here, that I'm going to tell them not to have children. But I would never do that. What I try to do is help them make an informed decision. Sometimes people ask me what I would do, and then I do say that for me a one-in-two risk would be too high, but I can appreciate they may not feel the same. Ultimately the decision is theirs."

Looking at the problem cold-bloodedly, would a decision by all those at risk not to reproduce eliminate the diseases for ever? Not necessarily, she says, as genetic mutations occur spontaneously. "You could say that if no one drove a car there would be no road accidents, but things don't work that way. People make choices for enormous complex reasons — and why shouldn't they? We are not quite in that Orwellian world yet."

She believes the outlook is bright and that the next decade will identify the actual genes in many inherited neurological diseases. "So if, for instance, someone is 30 and he or she wants children, I might say 'why don't you wait a few years?' and we might well be able to be more precise then."

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MEDICAL BRIEFING

Driven into the dust

The success of the Volkswagen Golf GTI convertible has spawned a host of rivals; but the dangers of sunburn for the fair-skinned, the hazards of dust in the eyes or behind contact lenses, as well as the increased risk of accidental injury, however obvious, are ignored.

Dr Rudolf Noble from San Francisco has written to *The Lancet* about his experiments, which demonstrate the very unpleasant effects the open car can have on people who suffer from allergic diseases.

In these patients, it is likely to induce sneezing and sneezing because of allergic rhinitis, wheezing from asthma and red eyes from conjunctivitis.

Dr Noble drove, in his saloon car, for about 100 miles in March (not a peak pollen time) through the Californian wine fields, with a glass slide covered with a sticky jelly taped to the passenger's headrest; only three pollen grains stuck to the slide. But in an open car, similarly equipped with a glass slide, the total number of grains was 143.

Open wide



Recently mothers of young children have been tempted to blame syrupy medicines prescribed by doctors for early decay in their children's teeth. Pre-school children often have a fondness for sweets and sticky drinks, and medical authorities have in the past given warnings that there might be a relationship between sweetened medicines and rotten primary teeth.

But Dr N.J. Masters, who works in a housing estate in central London, has published a report in *The Practitioner* which exonerates the chemist's syrup. In a practice with 213 children, all the medicine prescribed for them up to the age of six was prepared in a sugar-based syrup; a third of the medicines were antibiotics. Examination of the dental records of 199 of those children showed that they had less dental disease than would be expected by comparison with national statistics.

Dr Masters's research suggests that rather than syrups damaging the teeth, the frequent reliance by doctors on antibiotics may have contributed to the overall improvement in the children's dental health.

Hearty fruits

One of the reasons why an apple a day keeps the doctor away is its potassium content. A lack of potassium in the diet can be responsible for palpitations of the heart, as well as muscular weakness and general tiredness. Doctors prescribe diuretics (often known as "water pills") for mild heart failure, which may be responsible for some patients' low levels of blood potassium.

The importance of the cardiovascular system of taking adequate amounts of potassium extends beyond the

prevention of an irregular heart action; recent work at the University of California, San Diego, has shown that elderly patients who have a high intake of potassium are less likely to suffer a stroke.

In the past, doctors used to recommend claret as well as fruit juices to stave off the hazards of low potassium levels; but claret no longer appears on the recommended list of potassium-rich foods, which was published in a recent edition of *The Journal of The Royal College of Physicians*. The list includes grapefruit juice, Marmite, baked beans, avocados, raisins, oranges, bananas and tomato juice as readily available sources.

If, after careful biochemical tests, and despite a wholesome diet, it is found that added potassium is needed, an effervescent tablet of potassium chloride is the best method of taking the salt.

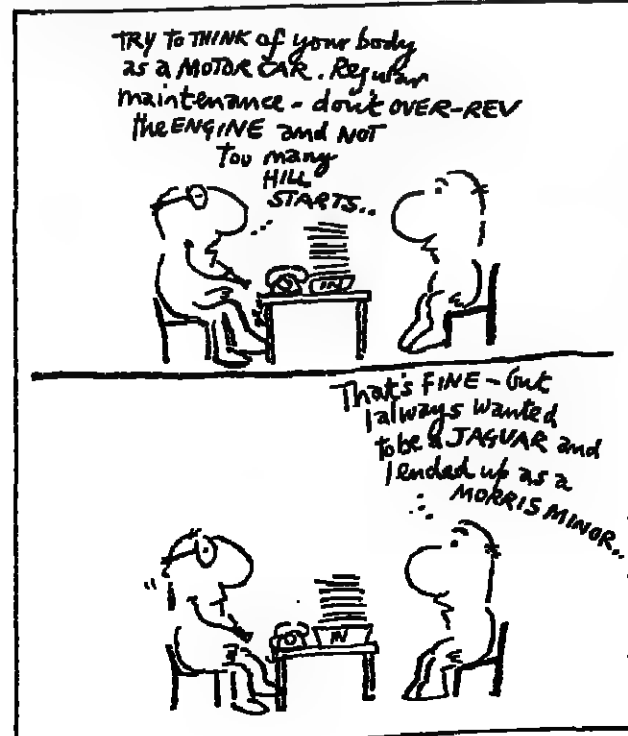
Fat facts

The chief medical officer of the Department of Health, Sir Donald Acheson, has again warned us of the dangers of obesity: coronary heart disease, diabetes, osteoarthritis, even some forms of cancer are linked to it. People put on weight differently: some have fat bodies but thin limbs, which is known as central obesity, while others spread their weight more evenly and retain comparatively slim chests, abdomens and hips, but have plumper arms and legs.

A recent American study reported in *The Lancet* has shown that central obesity is more likely to lead to heart disease, even after allowance has been made for age, cholesterol levels, diabetes, high blood pressure, cigarette smoking and total body weight.

Dr Thomas Stuttaford

Calman's SICK NOTE



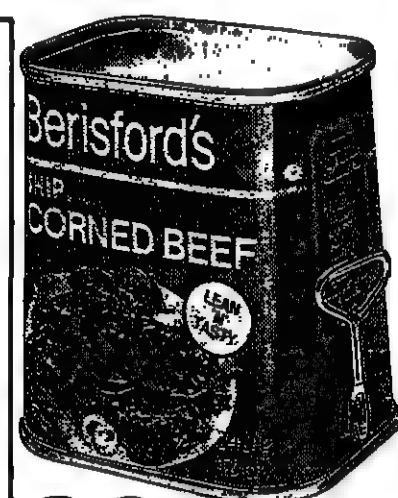
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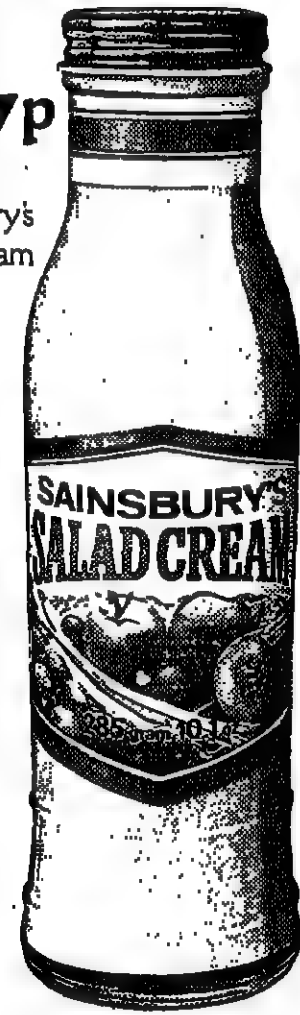
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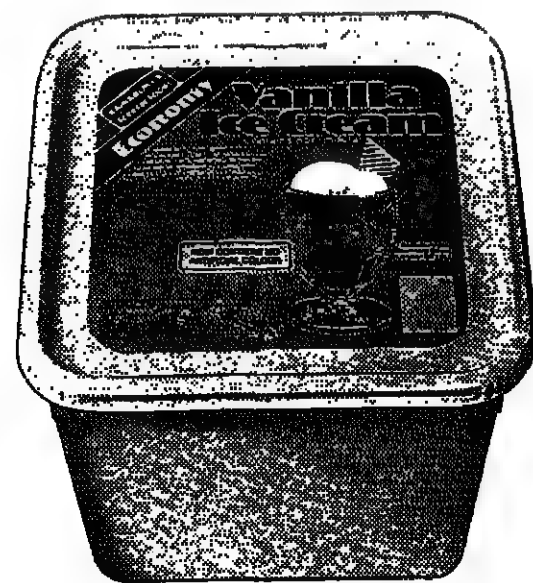


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There's a Mr Mickey Mouse from the Bank of England.

Ray Hean

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BOOKS

The endangered species

Richard Holmes reviews the long awaited autobiography of Wilfred Thesiger, the last of the great British eccentric explorers

Wilfred Thesiger belongs to an endangered species. He is one of the last great gentleman explorer-adventurers of our time. He comes from a peculiarly British breed of sturdy eccentricity: the ex-Etonian who could be found shoeless among the Bedouin, leading a camel through the Empty Quarter of the Arabian Desert; or striding in a tweed jacket over the crags of the Hindu Kush, with a train of pack-horses bearing crates labelled "British Museum". If you possess a safari hat, prepare to raise it now.

Thesiger was born in the Legation building (then thatched with grass) in Addis Ababa. His father was the British Minister in Abyssinia, his uncle the Viceroy of India. But his own career found its distinction in the wilderness.

He has won the Gold Medal of the Royal Geographical Society, shot 70 lions in the Sudan, ridden 115 miles on a camel in 24 hours, fought with the SAS in North Africa, and written at least one book — *Arabian Sands* (1959) — which is a masterpiece of travel literature, worthy to stand by Burton's *Pilgrimage*, Doughty's *Arabia Deserta*, and Lawrence's *Seven Pillars*.

Those who have met him in his habitat describe a strange, formidable, half-legendary creature: six foot two, craggy face with broken Roman nose (boxing for Oxford), spartan tastes, a hatred of progress in all its forms, a missionary — he greeted the moon-landing as "a desecration", great charm alternating with icy remoteness. He is unmarried — "the celibacy of desert life left me untroubled" — but spiritually wedded to the primitive, nomadic tribes of the Middle East. He is now 77, and "lives mostly among the pastoral Sambari tribe in northern Kenya", when he is not bivouacking in his monastic flat in Chelsea.

Douglas Newbold, his Provincial Governor in the Sudan Service, described him in his twenties as "a misfit, owing to excess of certain ancient virtues and not because of any vices — a brave, awkward, attractive creature." Very recently, his young Kenyan assistant, Lawi Leboyare, said laughingly: "Of course, the truth of the matter is that you are Old Stone Age, and I am modern man." Other portraits appear in the works of Gavin Maxwell and Eric Newby, where he emerges larger

THE LIFE OF MY CHOICE
by Wilfred Thesiger
Collins, £15

than life, almost a force of nature, a "benign power".

The Life of My Choice is Thesiger's long-awaited autobiography, and also a confession of faith. It is dedicated to the memory of the Emperor Haile Selassie, a patron and friend. It is a vast, sprawling, chronicle of adventures: a huge, barbarous, magnificent book written in a kind of flat, schoolboy prose — shades of Buchan, and highlights of Kipling — which is one of the most engrossing life-stories I have ever read. It took me nearly a week to make the passage — Ethiopia, Sudan, Arabia, North Africa, Persia, Iraq, Hindustan, Kenya — and I emerged like one of his dusty desert travellers, silent in domestic company, stunned, and inwardly shaking with what I gradually realised was pure exhilaration.

THE high-spots are many, and always remote: his first expedition, aged 23, into the country of the "murderous" Danakil tribe; his sojourn among the naked Nuer; his service with Orde Wingate which earned him the DSO. But something of the captivating, curiously innocent flavour, can be gathered from his tense first meeting with the Sultan of Aussa, one moonlit night near the Awash River in 1934: "As I looked round the clearing at the ranks of squatting warriors and the small isolated group of my own men, I knew that this moonlit meeting in unknown Africa with a savage potentate who hated Europeans was the realization of my boyhood dreams. I had come here in search of adventure: the mapping, the collecting of animals and birds were all incidental. The knowledge that somewhere in this neighbourhood three previous expeditions had been exterminated, that we were far beyond any hope of assistance, that even our whereabouts were unknown, I found wholly satisfying."

Two themes seem to emerge. The first is a growing, almost classical kind of self-knowledge. Thesiger comes to understand his contradictory longings for solitude and companionship, which find their source in his disrupted colonial childhood, and reach their fulfilment in his passionate admiration for the nobility of primitive peoples. This movement is reflected in his shift of role — in many ways an historic one for the British — from the early big-game hunter and explorer, to that of the nomadic "sharer" and medicine man, so evident in his other great book, *The Marsh Arabs* (1964).



I have, incidentally, checked this account against his original report published in the "Geographical Journal" for January 1935, and find the expansions are meticulous, and the tone perfectly consistent.

The second is frankly a lament. It is an elegy for the destruction of the wild life and tribal ways of so many of the peoples of the Third World: a sense of having arrived "just in time" before an entire form of existence was annihilated. This testimony, like that of others such as Sir Laurens Van der Post, must continue to give us pause for deepest thought. That such a wise, courageous, heroic traveller over the earth feels "despair at the deadly technical ingenuity of modern man", is profoundly disturbing. Who, we must ask, is really the endangered species? Who, after all, is walking into the Old Stone Age?

"I was happiest when I had no communication with the outside world, when I was utterly dependent on my tribal companions. My achievement was to win their confidence."

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Thatcher watcher

Woodrow Wyatt

THE THATCHER YEARS
A Decade of Revolution in British Politics
By John Cole
BBC, £12.95

Mr John Cole has been Political Editor of the BBC since 1981. He is what is known in the trade as a *Guardian* man, meaning that his inclinations are towards Labour and the left, while looking on Mrs Thatcher with horror, and the Alliance with mild benevolence. He worked on *The Guardian* for 21 years, finishing as deputy editor in 1975. He then moved to *The Observer*, where he was successively assistant and deputy editor.

So he was a natural choice to set the tone of the BBC's official approach to politics. But he is of the old school of BBC employee, who rightly thinks it his duty to be impartial, and not to insert political propaganda into his broadcasts, as, for example, Mr Brian Redhead does. My impression is that they are fair and have a high degree of accuracy, interest, and knowledge. He is also blessed with an attractive Northern Irish accent which, together with his questioning face, makes him a friendly, doggy figure.

His book is a survey of politics of the last 10 years, up to this spring, such is the speed with which the BBC publishing division works. However, the certainty of his comments begins to falter towards the end as the election approaches: he gives no forecast of the outcome, leaving us in a vague

muddle as to what to expect.

He appears to admire Mrs Thatcher, but cannot deny himself conventional digs like calling her "the most unyielding Prime Minister since Neville Chamberlain", or referring to her belief that Britain does not have to rely entirely on manufacturing to be prosperous as an "obsession".

Mr Cole thinks highly of Mr Callaghan: "He is non-ideological but concerned with the welfare of those of the same underprivileged background as his own." What does he mean by underprivileged? What is overprivileged, and what is exactly the right amount of privilege? Perhaps Mr Cole might ask Mr Hattersley for illumination on this point; though he is unlikely to get much.

Mr Kinnock is given good marks, though I cannot believe the author really thinks that he has turned the Labour Party into a broad church again, with even the BBC giving ample accounts of the

intolerance and venom of many of its leading figures towards others in the Labour Party who prefer the atmosphere of the Gaiskell and early Wilson years.

On the whole the judgments are sound and intelligent. However, he gives the Westland affair an importance not shared by the public, and does not register the enormous shift in political thinking caused by Mrs Thatcher, who has made the Labour Party fiddle with old policies like nationalization in an attempt to make them look new, in an era in which the country has probably turned for all time against public ownership as a significant part in the economy. The old ratchet effect of Labour governments, adding new pieces of irreversible nationalization when they are in office has gone into reverse, with irreversible Tory privatization, leaving the Labour Party with no fresh or acceptable economic policy.

The strong differences between the two Davids and between their respective supporters are delineated, so acutely that one wonders how they could operate effectively in a hung Parliament, let alone a government. I recommend this book to those who would relish a clear and rational guide to contemporary politics, without putting their heads to great strain.

Grit and the guts

FICTION
Peter Tinniswood

MEMORY OF A DEPARTURE
By Abdulrazak Gurnah
Cape, £9.95

THE RADIANT WAY
By Margaret Drabble
Weidenfeld & Nicolson, £10.95

THE CELESTIAL BED
By Irving Wallace
Michael Joseph, £10.95

EINSTEIN'S MONSTERS
By Martin Amis
Cape, £5.95

CHRONICLE IN STONE
By Ismail Kadare
Serpent's Tail, £9.95

"Clouds of dust rising and rising, churned up by tramping feet. Trees glare hard-headed at the morning sun. Tortured by the power of the heat, the sea turns and turns and wastes and evaporates, and turns into mist and vapour, coagulating in the chill that follows the sun."

We are in a squalid, broken-backed, feid seaport in East Africa. No sundowners here. No high-pitched bray of white planers. No crack of hunter's rifle and clink of ice in safari martini. This is the grit and the guts of black Africa. It is the authentic voice: cynical, lyrical, and uncompromisingly bitter.

Abdulrazak Gurnah's *Memory of Departure* is 159 pages of sheer joy and magic. The story is deceptively simple. A desperately poor teenage boy, abused, battered and humiliated by a drunken, sexually-perversive father, runs away from the family home. His aim is to travel to Nairobi to beg financial support from his mother's wealthy brother. He arrives in the capital and falls in love with his uncle's daughter. Once more he is humiliated and abused. He is dismissed from the household in disgrace and returns home empty-handed, and so goes to sea.

Simple, yes, but on that strong framework Mr Gurnah has hung buttering, gaudy and sordid pennants which represent the tragedy and despair of a whole continent, and the fears and hopes of a young boy reaching manhood just as his nation reaches independence. He has opened up a whole new world to the European reader. Its sights, its smells, its rhythms leap out from every page.

Mr Gurnah is a very fine writer. I am certain he will become a great writer.

Margaret Drabble's first novel for many a year is well worth the wait. It is good to see that Hampstead is still alive and kicking itself to pieces with such delicacy and refinement.

The Radiant Way is a sublime example of Miss Drabble's mastery in unravelling the intricacies of intimate relationships. She writes most beautifully about women, of course. But in this novel the men are no ciphers, no stooges to be exploited as feeds for a feminist philosophy. They are drawn with wit and sympathy and, I feel, with love and fond amusement.

How unlike the characters in Mr Irving Wallace's *The Celestial Bed* who are as substantial and as interesting as a row of park railings. If you are looking for a whole treasure chest of belly laughs this is the book for you, although it is not meant to be funny. Mr Wallace is grimly serious in his portrayal of the rise and fall of a Californian sex clinic proprietor.

It is written in the style of a Royal Marine Officers' training manual. "The gruelling training period had been a complete success. He had a team of bright, warm, sex surrogates, and he was eager to get them on the road." Wonderful.

Einstein's Monsters is a collection of short stories from Martin Amis. I enjoyed every single one of them, and would commend particularly "In-sight at Flame Lake" with its virtuosity of style and its deeply disturbing subject.

Finally, a brief mention for Ismail Kadare's *Chronicle in Stone*. It is the story of a small boy's experience in a Second World War town occupied by successive waves of invaders, whose cruelty is constant, whose aversion is unbounded. Mr Kadare's work is not widely known in this country. On the strength of this book he deserves a wider recognition.

Burnt chicken-wing

POETRY

Robert Nye

THE COLLECTED POEMS OF WILLIAM CARLOS WILLIAMS
Vol. one, 1909-1939
Edited by A. Walton Litz & Christopher MacGowan
Carcanet, £18.95

Edna Pound once called William Carlos Williams the foreign observer. It is not hard to understand what he meant. Williams's lifelong insistence on the importance of the local, his cultivation of his own backyard, reaching something like apotheosis in his long poem "Paterson", is on one level very much the activity of an uncertain interloper, a second-generation immigrant, a quester for roots, naively eschewing the wicked Big City, in favour of the weeds and dandelions growing on the patch he can see from his own rural window.

I air this view as a corrective to the sentimental opinion of Williams sometimes expressed on both sides of the Atlantic. That opinion would have it that Williams was a better poet than Pound, for instance, because he stayed at home and didn't go gallivanting off after foreign ideas. The crudity of the argument is often blurred or softened by near-mythical praise of the conversational qualities of Williams's verse.

Still, the publication of the first volume in what is to be a two-volume edition of all William Carlos Williams's verse with the exception of "Paterson", affords an opportunity for saying that at his best this American regionalist was a better poet than either his detractors or his admirers have suggested. Presenting all his poetry in chronological order for the first time shows forth Williams as a minor but original and radical poet, who remains interesting because

I have eaten the plums that were in the icebox and which you were probably saving for breakfast. Forgive me they were delicious so sweet and so cold.

These lines (which I have always hoped that Williams stuck to the door of his wife's refrigerator) are without doubt a touchstone.

Charles Bukowski and Allen Ginsberg are two living American poets who have much in common with Williams. In each in his different way cultivates a sort of artful artlessness. Bukowski, the less famous of the two, is not so

much a poet as a general knockabout clown of a writer, a wild man, a hero of the underground, a pourer out of stuff in prose and verse which he claims never to revise. His novel *Post Office*, for instance, is said to have been written in 20 nights, using 20 pints of whisky, 35 six-packs of beer, and 80 cigars. For all I know, the poems in his *You Got So Alone At Times That It Just Makes Sense* (Black Sparrow Press, £11.95 paper, distributed in the UK by Airlift Book Company) may have a similar inspiration. It is not important. What matters is that they give a necessary sense of truth and swiftness.

come on, try this nice burnt chicken-wing poem
it's hot it's tough not much meat
it's sadly sensible
and one or two bites ends it
thus

Sad to say, Allen Ginsberg's *White Shroud, Poems 1980-1985* (Viking, £10.95) shows a falling-off in his hunger for the cold plums and nice burnt chicken-wing of the world, in favour of some pretty spurious experiments in "Tang dynasty wisdom". But the book does contain two notable exceptions in the shape of the title piece, an epilogue to Ginsberg's elegy "Kaddish" written for his mother a quarter of a century ago, and a piece in which the ghost of William Carlos Williams dictates instructions to the dreaming Ginsberg that we may hope he will in future act upon: "What began/as desire/will end/wisely."

NEW BOOKS

The Deputy Literary Editor's selection of interesting books published this week:

Nigel Mansell, by Christopher Hilton (William Kimber, £12.50) Biography of Formula One man

The Theatre of Tom Stoppard, by Anthony Jenkins (Cambridge £17.50) Lit crit of our funniest playwright

My Life With Tiny, by Richard Hall (Faber £9.95) Biography of Tiny Rowland

Mowgli's Sons by Hugh Brogan (Cape £5.95) Kipling's influence on Baden-Powell's scouting movement

Through the Moon Gate, (Oxford £15) Well illustrated guide to China's important historical monuments

Lyrics From The Chinese, by Helen Waddell (Methuen, £7.95) Charming slim vol of Chinese lyrics from 12th to 6th century BC

A Lasting Relationship, by Linda Pollock (Fourth Estate £14.95) Parents and children from 1800 to 1900 seen through letters and diaries

Secrets of Sleep by Alexander Borbély (Longman, £9.95) Why do we sleep? Why do we not sleep?

Living With Drugs, by Dr Michael Glosop (Wildwood £15) Tea, coffee, alcohol, tobacco, cannabis, heroin etc.

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DISTRIBUTION SERVICES

FOCUS

A SPECIAL REPORT

Big Bang goes on the road

Retail distribution is a £2 billion-a-year business that embraces both short local deliveries and long-distance haulage from massive, high-tech, warehouses in expensive lorries. Now the industry is experiencing its own kind of upheaval



A lorry thunders through the night, a common enough sight but behind it is a huge logistic operation that can push costs of a delivery trailer alone to £30 an hour. But the industry is in ferment, with the growth of distribution services depending on expansion of the national economy

Distribution as an industry is big. One estimate is that the freight market is worth at least £24 billion a year. Another is that distribution accounts for between 12 per cent and 20 per cent of the value of all finished products in Britain. Retail distribution alone is worth well over £2 billion a year. Nobody is really sure because distribution is one of the most varied and fragmented of industries. It encompasses both simple localized deliveries like that of a few boxes of fresh trout from a farm to a local shop and such an array of new technology and capital investment on behalf of trailblazers like the multiple retailers that only a handful of companies can cope with the challenge. Just the basic economics are

daunting. A £50,000 delivery trailer languishing in a motorway tailback is costing between £25 and £30 an hour when it is on the road.

It is also an industry in ferment. Overall growth depends on the expansion of the economy so the main changes are being seen in the switching of goods from one system to another as the emphasis moves to swifter deliveries and more specialized handling.

The actual volume of distribution is probably growing, but as computerized systems make their impact and substantially enhance efficiency, equally probably it means that the overall value of the market has declined. But that is simply an indication of the big strides made in the improvement of systems, now increasingly being recognized as being long overdue.

Static at best is the common-user market, which probably still accounts for almost two-thirds of distribution. Traditionally a distribution company would secure a key customer and set up warehousing and a vehicles fleet to cope with that customer's needs, then top up the operation by taking on other customers with similar needs. Hence the description, common user.

In the trade it is, reflecting its ubiquity, cheerfully described as the dustbin of the distribution industry. But almost 40 per cent of the market now is contract distribution where a service is dedicated entirely to the demands of a single customer. This is the growth sector, fuelled mainly by the needs of the multiple supermarket chains with their superstores. The number of retail outlets

has shrunk from nearly 86,000 in the mid-1970s to fewer than 49,000 10 years on. The retail chains account for almost 70 per cent of the grocery market. The myriad independents, which accounted for 38 per cent of the market in 1974, were down to a 17 per cent market share in 1984.

The concentration of retail-

Radical change of system

ing power into increasingly fewer hands has pointed only one way: centralization.

Some retailers still run their own distribution operations, but increasingly they are turning to the specialist distribution companies, not merely to

provide transport but to set up and operate the new generation of warehouses which on one site can deal with the entire range of goods going to outlets such as superstores. This includes grocery dry goods, fresh produce like fruit and vegetables and chilled as well as frozen food.

J. Sainsbury, Britain's biggest grocer, was early in the race to achieve more centralized distribution. Others have followed. Of the next two largest, the Co-op, with 95 independent retail societies, has through its main supplier, the Co-operative Wholesale Society, set up a chain of regional warehouses to streamline distribution.

Tesco last week announced plans to change radically its distribution system and create a nationwide chain of warehouses. Six are to be built at a cost of about £70 million to

supply all Tesco stores with fresh and frozen foods. Tesco will soon place contracts with several specialist distribution companies to build and operate the warehouses.

Tesco's present network includes depots handling packaged groceries while direct deliveries are also made to stores by manufacturers. Three years ago the company had 100 distribution points, but by the time the new warehouses are in operation, near the end of 1988, about 90 per cent of products bound for its stores will be processed through only 14 distribution points, including the new warehouses.

The distribution trade is now watching what will happen at the Argyl group, traditionally not a centralized distribution entity, now that it has taken over the British end of the Safeway supermarkets chain, which is highly centralized for grocery distribution.

Centralization with any retailer, however big, seems unlikely to become entirely 100 per cent. Particularly bulky items, such as paper goods, seem likely to continue to be delivered direct from manufacturers to retail stores.

According to Robbie Burns, managing director of the National Freight Consortium Distribution Group, the drive towards centralization is creating opportunities for specialist distribution com-

panies that can provide finance and the management of resources to meet the needs of the big retailers. He said: "The composite warehouses which can handle on one site all the goods a retailer needs is the flavour of the decade. But it means a distribution contractor must have resources: just one of these warehouses

Share is rapidly increasing

involves an investment of at least £12 million."

The process is not going to stop with the retail revolution of the multiples, he believes. Smaller retailers, possibly on a cooperative basis, and manufacturers are likely to follow the same route.

Another trend is towards direct home delivery, likely to grow as armchair shopping increasingly becomes a reality through electronic links such as Prestel and the cable and satellite links soon to be in place. All the problems of warehousing and stock control are thrown back to the manufacturer.

Equally convinced that the distribution industry is involved in its own Big Bang is Tony Stanton, managing director of Tate & Lyle Distribution Services, part of Tate & Lyle, the sugar manufac-

turers. It not only transports sugar products for its parent but provides a range of warehousing and distribution services for business throughout Britain.

Mr Stanton said: "With the concentration of retailing in the hands of such a small number of companies, I see little opportunity for innovation, other than in working closely with our customers to develop more cost-effective methods."

Gaining greater expertise in information technology is going to solve many of our most complex future problems...the opportunities for distribution companies will lie in our ability to develop information systems for retailers and suppliers which permit the development of tailor-made systems. Whenever possible we must move data, not forries."

The message for the distribution industry seems to be that rationalization and amalgamation will continue as competition heightens to secure the relatively few but big contract opportunities now increasingly on offer.

But the key trend that cheers the distribution companies is their rapidly increasing share of the market. In 1984 third-party operators had 20 per cent but within a year the share had jumped to 27 per cent.

Derek Harris
Industrial Editor

Common touch may make a comeback

Though distribution is such a fragmented industry, some of the bigger companies have come to dominate it, often with a background of common-user distribution. Here manufacturers or retailers are offered shared use of resources, usually developed in a variety of specialized areas from transport of clothing to frozen foods.

Easily market leader is the National Freight Consortium — formed by one of the earliest and biggest management buy-outs — whose many subsidiaries have a hold in all the key sectors.

But like other companies it has found volume business in the common-user sector being stripped away as the trend has

grown towards contract distribution, which involves contractors setting up distribution systems dedicated to one customer, usually the big retailer or manufacturer.

There are, nevertheless, niches in the common-user sector where there is growth: frozen foods is one of them. When Unilever, the detergents-to-foods group, started to dismantle its in-house distribution service, the National Freight Corporation Distribution Group bought the distribution side of Birds Eye Walls, which has been linked with Alpine Refrigerated Deliveries, to form a new Alpine division within NFC, which has the controlling 60 per cent stake.

It gives NFC a presence in the growing frozen and chilled foods sector, with a combined turnover of £70 million and a fleet of nearly 500 vehicles.

Alpine's managing director, John Davies, said: "Our intention is to expand, offering the same high quality facilities to other frozen and chilled food manufacturers and retailers looking to develop their distribution operations."

Another force in distribution is Tibbitt & Britton, whose specialities include clothing, while Christian Salveson has been a pioneer in the temperature-controlled products sector, covering frozen and chilled foods.

They are typical of independent companies which began

operations either because they saw a particular niche in the market place or because they were experienced in haulage and saw that growth lay in pushing up the levels of both service and operational sophistication.

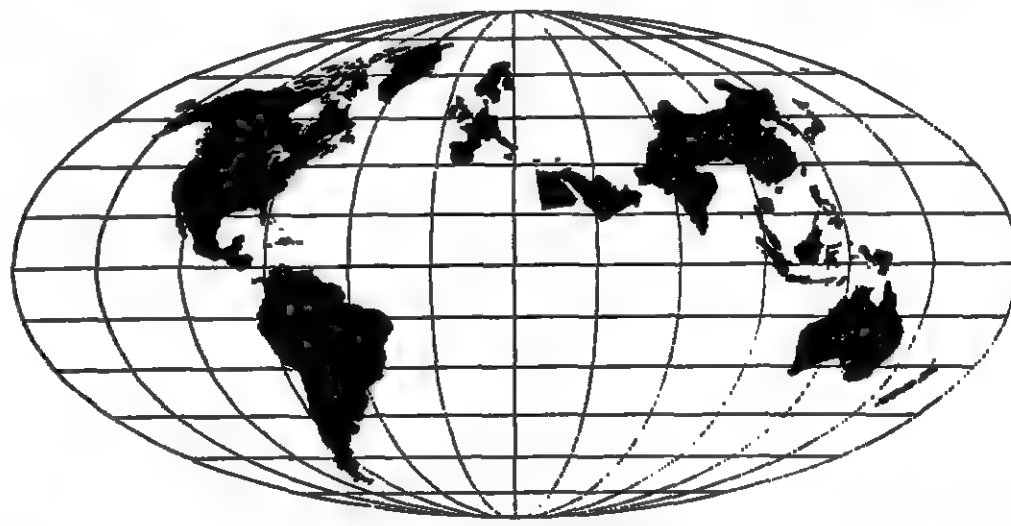
For a number of big manufacturing companies, a logical step has been to capitalize on their distribution systems by marketing their freight services to other manufacturers, particularly those in similar fields.

The distribution arm of Tate & Lyle, the sugar manufacturers, is one of the biggest such operations. Others include the distribution services of United Biscuits and Reckitt & Colman.

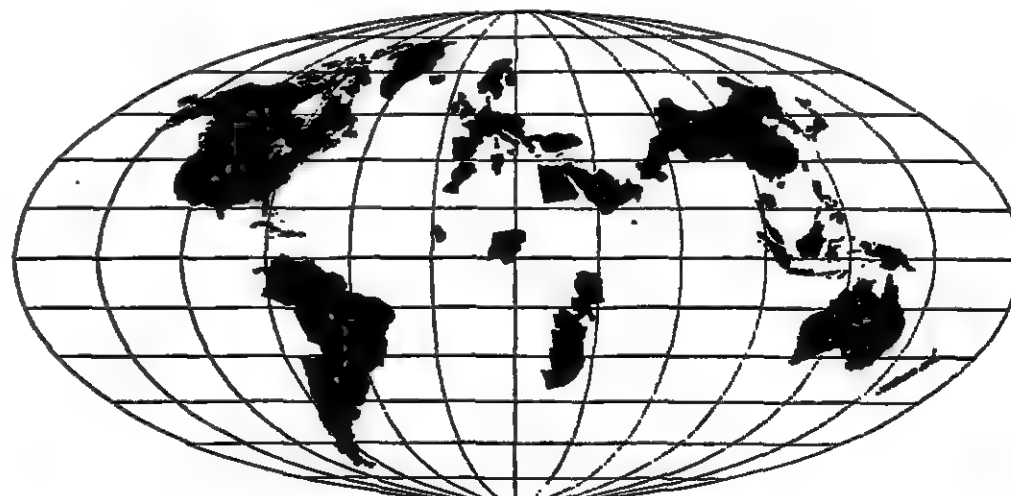
The smaller customer will always benefit from common-user distribution because costs are usually less than if a restricted dedicated system were used. But smaller operations are finding before the march of the big battalions. Offsetting that somewhat could be the continuing trend for manufacturers to drop their own distribution systems.

DH

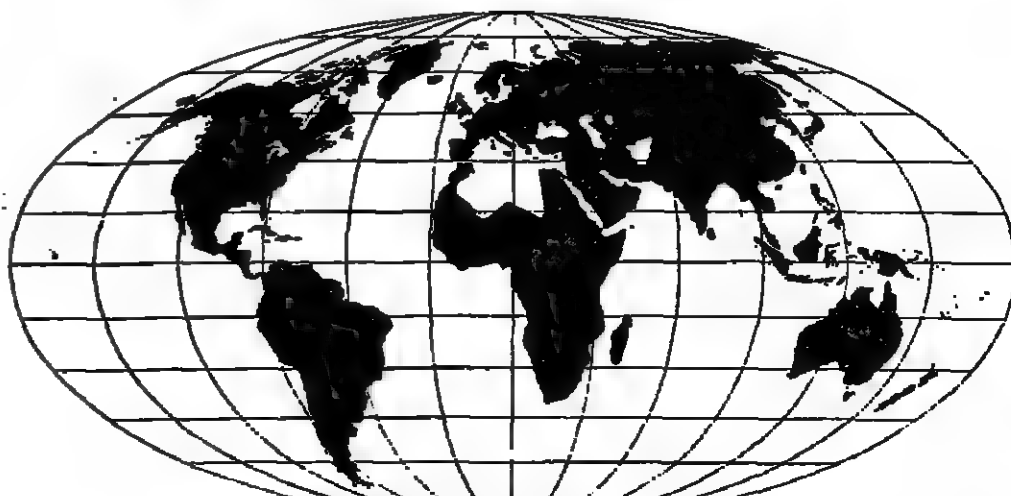
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of the opaque... said yesterday that he had contemplated all the stories with fascination, and said the changing of the structure con-

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There's a Mr Mickey Mouse from the Bank of England

Ray Heath

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Fast delivery earns a billion

The Royal Mail, with history on its side, is still by far the biggest carrier of parcels in the United Kingdom. It estimates that the parcels market is worth about £1 billion a year while the Post Office turnover on parcels, including the more specialized fast deliveries, is not far short of half the market value of £441 million.

But competition in what is now an overcrowded market is fierce, emerging especially in the swift deliveries field, first opened up by TNT, the Australian-based contractor. It is a crucial battle for the Post Office because it is by meeting the latest needs of industry and commerce that the greatest rewards are attained.

The key Post Office weapon is Datapost, its turnover is still almost three times that of

its nearest competitor and the service now carries anything from documents to television sets.

There is a same-day service which also includes free insurance cover within the United Kingdom. There is also an overnight courier service in the UK, again with insurance cover. An international courier service delivers to 390 centres in nearly 90 countries, with delivery to key European cities from central London being overnight.

There are 15 service centres in the UK relying on regional centres like Bristol, Southampton, Brighton, Reading, Birmingham, Luton, Cardiff, Bolton, Leeds, Newcastle upon Tyne and three Scottish centres as well as Belfast and London. On call to ensure speedy

pick-ups and deliveries is a fleet of radio-controlled motorcycles and vans, while chartered aircraft and trains are also used extensively. Aircraft are used to link nine key towns.

Datapost's appeal is in blending delivery speed with traditional Royal Mail security, according to John Payne, Datapost group marketing manager. He says: "We are able to give country-wide service, even in remoter areas, through our network of Datapost service counters and 3,000 Post Office acceptance points."

The Royal Mail parcels service overall handles more items each year than all the other national competitors put together, according to the Post Office. Last year the Royal Mail carried more than 190 million parcels in the process making a profit of £16 million.

The Post Office intends to keep its premier position in parcels delivery despite the host of competitors which have emerged, according to John Birtcliffe, the Post Office's marketing manager. He said: "We know full well

Roaring to go: a Datapost cyclist gets a call for a speedy delivery. Turnover is nearly three times that of its nearest competitor

that we need to adapt our business to meet the developing needs of customers. Business is changing and so are we."

The parcels service has the largest van fleet in Europe and the network of handling facilities in Britain includes more than 20 parcel concentration offices.

Still the core of the business is the over-the-counter service at more than 20,000 Post Office counters. Any parcel over 10 kilograms up to the ceiling of 25 kilograms can be sent anywhere in the UK for a flat rate of £4.60.

Light parcels of less than 1 kilogram can go cheaply by second-class letter post. There is a home delivery service especially tailored for mail order companies.

More than nine out of ten parcels going by Royal Mail are despatched by business houses. There are more than 17,000 companies with Royal



Mail contracts, an increase of 5,000 in two years.

The Post Office has been spending heavily on market research and among the results are some new services including Trakback which is a signature-on-delivery service which uses the latest bar-code

and computer technology to provide quick proof of delivery.

Recent new services are ThamesRider and ThamesRider City, each an overnight parcels service for delivery in the Thames Valley area.

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Computerized systems and distribution services, with speed at heart, have the makings of an ideal marriage. Why then has it taken until the 1980s for the two to get together?

For one thing, systems didn't "talk" to each other - and distribution is about communications. Getting the right information to the right people at the right time is the key to being able to deliver the goods.

Computer technology in the past has lacked what has been described as a universal "STD". Everything operated in isolation. It used to be a case of buying a computer and whatever software went with it. That is changing. An organization wanting a tailor-made package can turn to experts to get specific needs programmed, writes Irene Faraway.

The new breed of powerful mini-computers capable of running software designed to meet the needs of distribution operations are beginning to bring about revolutionary changes. Better networking capabilities, more affordable hardware - although the scale of investment is still high - and definitive software are arousing interest in the application of new technology to the distribution industry.

Inventory control packages enabling stock to be traced on computer, and order processing covering administration from receipt of customers' orders to despatch of goods have become commonplace.

"Distribution, by its very nature, encompasses a wide geographical area. Digital hardware lends itself to that network," said John Croucher, managing director of Calidus Systems, set up two and a half years ago with the conviction that the distribution industry was crying out for the latest technology.

Mr Croucher added: "The more powerful personal computers and specialized software came together at just the right time." If you go back 10 years, computers were normally centralized. The hardware didn't lend itself easily to solving problems of distribution, covering wide geographical areas.

London-based Calidus Systems, specializing in distribution management, create specific packages based on the DRP (Distribution Resource Planning) System developed by Distribution Management

'Talking' a way to fast deliveries

Systems, Boston, Massachusetts. DRP, at the forefront of logistics developments, is a set of forecasting and modelling techniques that allow companies to tailor their distribution systems to the pattern of demand.

Dr Mick Jackson, manager of NFC Consulting Group, also believes that recognition of distribution as an important function in the supply chain has turned attention to new technology.

"It would not be possible to meet these demands without being computerized," said Dr Jackson. "The emphasis now is on whether we have the right system support in what is essentially a labour intensive industry, and what systems we need to cope with changes. We are getting increasingly involved in 'just in time' manufacturing."

"Companies don't hold stock at the point of manufacture or sale any more. It means that deliveries have to be made to a very tight time scale. That is where computers come in."

NFC's distribution centre at Ashford, Middlesex, is one of the most advanced warehousing facilities in the world with 125,000 sq ft of air-conditioned warehouse space where several hundred lines of chocolates and other perishable products are stored making maximum use of every inch of space.

The installation of the Open Stock System, designed by NFC Consulting Group with the Long Eaton software house, Microline, transformed the warehouse operation. Unloading and stacking pallets, scanning goods, search handling and despatch all benefit from automation.

Forklifts are equipped with terminals and a radio link from the goods-in computer to the main stock-control computer ensures up-to-the-minute product information.

Its own experience of running nationwide distribution centres was used by Wang to research and develop a flexible system which opened up a new market for the computer company in the distribution industry.

LEP International, Britain's largest freight forwarding company, has ordered two powerful Wang VS minicomputers to extend the capabilities of its already installed Wang data processing network.

The distribution industry is likely to find that gaining greater expertise in information technology will solve many of the industry's most complex problems, according to Tony Stanton, managing director of Tate & Lyle Distribution. It will, he says, bring a need for young managers skilled in modern techniques.

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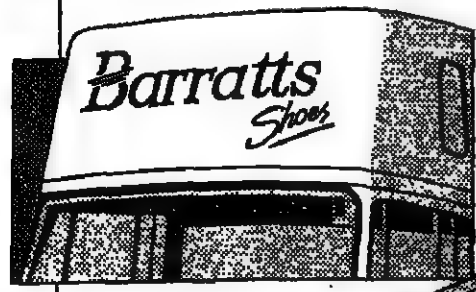
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A service tailor-made for the customer

Contract distribution is one of the fastest growing sectors of the industry, according to Mark Bedeman, the managing director of NFC Contract Distribution (NFC/CD), part of the National Freight Consortium.

This form of distribution provides a tailor-made service to a manufacturer or a retailer, dedicated exclusively to the individual company. The contracted distributor usually manages the entire contract, running the operation according to the specifications laid down by the customer.

It leads to a close-knit operation, usually incorporating the customer's own computer-based order processing and stock control systems. There are expectations that the process will go even further with the distribution contractor owning the stock until delivery.

The NFC subsidiary has about £40 million worth of business in Britain, the cornerstone being the provision of the big central warehouses to which the multiple retailing chains are increasingly turning in the pursuit of efficiency and price competitiveness.

For J. Sainsbury, Britain's biggest grocer which was one of the earliest to centralise its distribution, NFC/CD in 1985 set up the £12.5 million Vate Distribution Centre at Bristol. Another has been established at Rotherham.

Two other key customers are Whitbread, the brewers, for drinks deliveries, and Mars, the confectionery company, with a centre at Ashford, Middlesex.

Mr Bedeman said: "More companies are choosing to devolve responsibility for significant parts of their supply chain. It means tailoring sites, systems, operations

and employment levels best-suited to the customer."

A key competitor in contract distribution is Lowfield, part of the Imperial Foods Division of Hanson Trust. Lowfield designed, developed and commissioned a warehouse and distribution operation for Sainsbury at Middlesbrough.

One of the fastest expanding groups

Manchester, another initiative in the Sainsbury drive northwards.

It handles a wide range of products including chilled and frozen foods as well as fresh fruit and vegetables.

Lowfield has also attracted business from the Beecham Group and Waitrose, the supermarket arm of the John Lewis Partnership.

TNT, which has an Australian

parent company and is one of the fastest expanding distribution operations in Britain, has launched a contract services division among whose customers is Cow and Gate, the baby foods manufacturer. As well as providing a dedicated distribution service for Cow and Gate, TNT holds an emergency stock of their specialized foods at a dozen TNT locations.

Other dedicated services of TNT include one for Audi-Volkswagen, particularly for urgent spare parts orders from any of the 300 dealers. Ford, the motor manufacturer, is investigating with TNT the use of large capacity trailers for the movement of spares over long distances and overnight delivery.

Jim Morris, the TNT contract services general manager, said: "Some companies have been known to prematurely pull out of a

contract if they find it is not making them much money. That is not our style. We look to improve a company's operation, through improved efficiency based on recommendations from our own practical experience. The aim is reduced costs."

The TNT subsidiary claims to be more than 20 per cent ahead of its projected targets as the contract distribution sector continues to expand. It is looking to half as much growth again in the next 12 months as it targets as areas of expansion the food, retail and drinks sectors.

Mr Morris sees rapid expansion in contract distribution. "Most of the big retail chains and large manufacturers are looking to external specialist distribution sources rather than having the headache of managing these functions. They would rather channel



Service rivals: Jim Morris of TNT, left, and Mark Bedeman of NFC

the cost of that resource into production, sales and marketing and leave distribution to the specialists."

Calling in specialists is one thing but for the manufacturer or retailer involved the key question is how far the specialist will earn his necessary profit margin. It is not a simple equation. Those who use the specialists release capital

which would otherwise be eaten up by buying vehicles and running a distribution operation.

It saves management resources. Day-to-day problems are delegated. It can also be an escape for those still hampered by the old restrictive trade union practices. But the bottom line still needs keen scrutiny.

DH

The rivalry over £16 bn market

A major shake-out is under way in the rapidly expanding express parcels market, and the signs are that the increasing competition will lead to a more sophisticated market, writes Peter D. Smith.

Mergers and acquisitions will become a major part of the industry over the next year or so; there are also likely to be casualties.

From an almost standing start back in 1980, the express market, defined as next-day delivery, or in some cases same-day delivery, has burgeoned into a massive £600 million business in the UK. Estimates of the worldwide market range anything up to £16 billion.

Grant Hutchinson, the newly appointed marketing director of Datapost, says: "In the UK, the total market is growing by around 30 per cent a year at present." He adds that Datapost's share of that market is growing by 30 per cent a year, pushing the Post Office's express division into pole position in the domestic UK market, though not internationally.

Market analysts are quick to point out, though, that Datapost's traffic is principally in the lightweight area, with packages or envelopes weighing less than 5 kilos. Shippers

with heavier consignments, particularly above about 15 kilos, tend to use one of the other major UK carriers such as TNT or Federal Express, two foreign-owned companies locked in battle for market leadership.

TNT, an Australian group whose transportation interests span the globe, and whose Newsfast division distribute this newspaper, is generally credited with having started the next-day delivery service in the UK in 1980.

From a first year turnover of £11 million, TNT now has an "express" turnover in excess of £100 million, giving the company a leading 20 per cent share of the market. Very little of this business is in the small package or envelope area of the market.

There is, however, no shortage of competitors snapping at TNT's heels.

It came as little surprise when Federal Express, the giant of the United States next-day market with a turnover of \$2 billion in America, splashed out £24.5 million in January 1986 to buy ailing Lex Wilkinson, at one time TNT's major rival. With an injection of new money, some new management and several new ideas, Federal Express is now committed to becoming the



Flying enterprise: KLM expanded operations by taking over Express Parcel Systems

market leader in the UK as well as in its own backyard.

A marketing and promotional budget for 1987/8 rumoured to be around £10 million should go a long way to ensuring Federal's challenge in the next-day, door-to-door market which, Colin Millbanks, the Federal's UK managing director, estimates

£6 million 'hub' for Birmingham

will account for 50 per cent of all domestic freight by 1990.

Parceline, another company of Australian parentage, has recently opened a £6 million sortation "hub" in Birmingham. Barry Ellis, the UK chief executive, says: "Our aim is to equal our parent company in Australia, which has 55 per cent of the domestic market."

Roadline, amalgamated last year with the National Freight Corporation, an employee-

owned company, has also gone through a period of change following a top management reshuffle. A 1986 turnover of £66 million points to the enormous depth of the company's customer assets and keeps it firmly in touch with the front runners.

The international market is another matter altogether. Cost is relegated behind reliability and speed, and the choice becomes far more difficult, particularly when sending packages or time-sensitive documents to places not shown in bold type on maps.

DHL is generally reckoned to be the world leader, at least in the small parcel/document sector, serving no less than 55,000 destinations in 170 countries. Latest addition to its network is China, the first courier company to gain a foothold in that potentially enormous market.

Acquisitions, amalgamations and "partnerships" are

taking place so often that it is becoming difficult to keep up with who owns who.

Emery Worldwide, primarily an express air-freight carrier in the US, Pacific and Europe, is currently acquiring sailing courier company Puroator, Emery, with its own 63-strong fleet of jet aircraft, carries primarily heavyweight parcels; Puroator, with an air distribution service using 100 light aircraft, carries mainly envelopes. Combining the two operations makes sense, reducing costs and offering opportunities for greater efficiency.

Another US parcels giant with its own fleet, Airborne, having recently bought off a takeover bid from TNT is now talking with the same suitors about a "working partnership". Airborne is strong in the US but has no major international presence; TNT is strong worldwide but lacks a dynamic presence in the US. The Europeans have been

rather slow to fully develop their market, and until recently it was rather a hit-and-miss affair getting a parcel delivered in the remotest parts of Europe.

Some postal monopolies, still desperately protected, particularly by the Swiss, Italians and Irish authorities, create major difficulties for the would-be efficient private courier firm.

To its credit KLM, the Dutch airline, has seen an opportunity and is doing all it can to expand the market, and its own share of it. KLM recently gained total control of enterprising Euro-parcels carrier XP, and is currently in the process of buying 35 per cent of the UK-based worldwide courier DML, a company owned by British & Commonwealth.

DML's Globenet system of on-board couriers flying around the world is enormously respected within the industry, and is used by several major names, including Air Canada.

The mix of IML's worldwide, and XP's European experience and professionalism, particularly in the lightweight market, which makes up 90 per cent of the world-wide shipments in number (not weight), is being slowly merged to create the type of organization which can present a viable alternative to the vast investment power of the likes of TNT or Federal Express, providing specialist services to a well-defined market.

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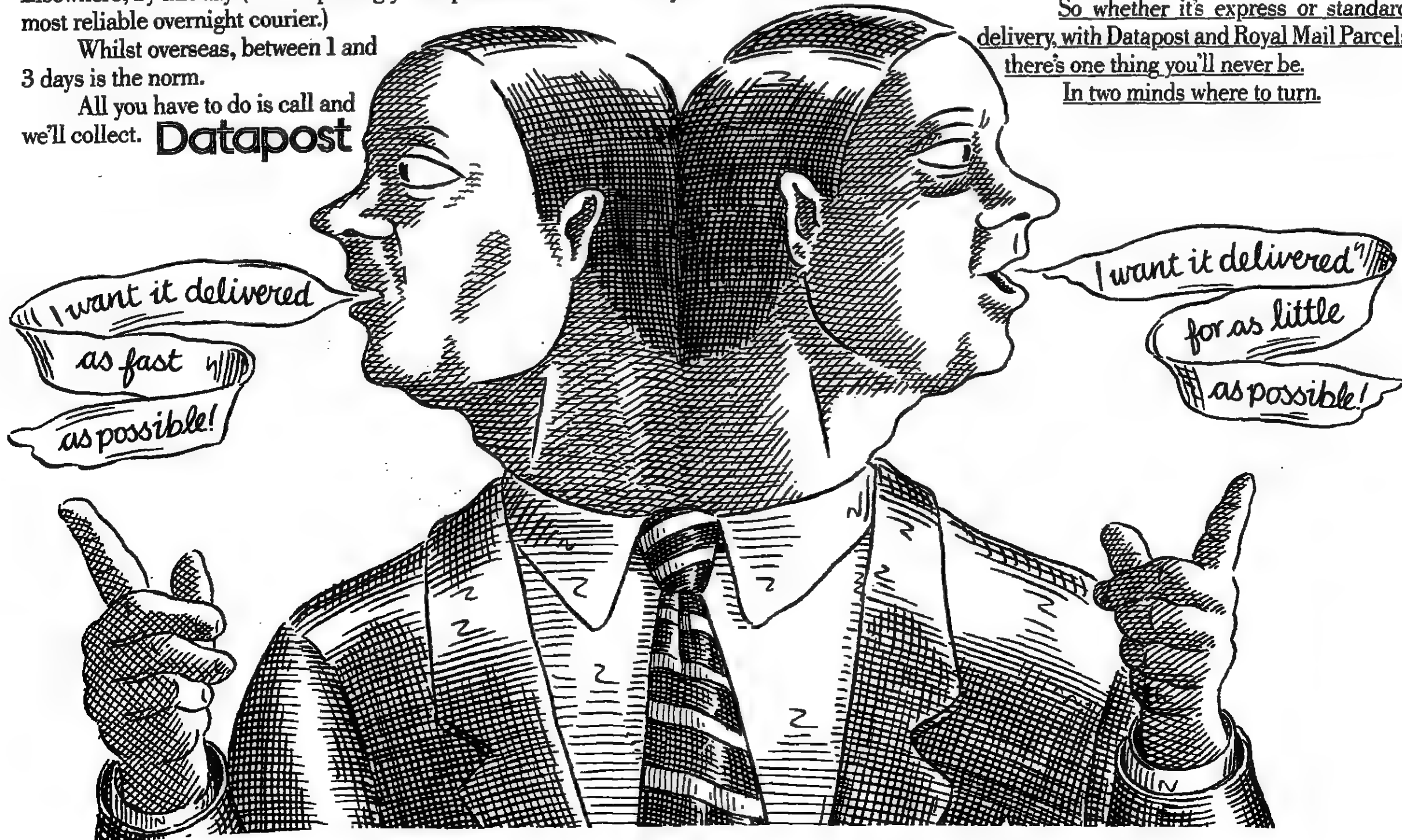
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THE TIMES DIARY

For Silkin read Irvine?

With his experience and background — a former cabinet minister and brother of a former Attorney General — Labour peers had expected the late John Silkin to be ennobled, and later to succeed Lord Cledwyn as leader of the group. Now Lord Cledwyn's most likely successor is Lord Irvine, QC, who took his seat last month. He is the leading authority on industrial relations law, and had previously been tipped as a future Lord Chancellor. James Callaghan, newly appointed Knight of the Garter, is also expected to step up, but I am told he is unlikely to be granted a hereditary peerage as he has a son.

Fame unseized

Former Labour MP Robert Kilroy-Silk confessed before the Romantic Novelists Association yesterday to being the failed author of an unpublished bodice-ripper himself. His effort, *Cancel and Pass On*, was turned down by Hodder as needing further work. Kilroy-Silk was speaking at the Waldorf Hotel in London, where he presented the RNA's £2,000 romantic novel of the year award to Marie Joseph, who professed herself "over the moon". An unofficial black mark was awarded to *Kind of Loving* author Stan Barstow, the only short-listed novelist to fail to make the lunch. Sheila Walsh, chairman of the RNA, told me she suspected that Barstow may have been embarrassed at being among the Mills and Booners — a suggestion vehemently denied by his publishers, Michael Joseph.

Bedevelled

Do not expect many tears from Tony per Viscount Mountgarret (Eton, Sandhurst and the Guards) if the passage of the Criminal Justice Bill is scuppered by a June election. He made it quite clear this week it could do with toughening up by the inclusion of measures introducing birching, execution by injection — and exile.



"There would be nothing wrong in letting criminals live on an island, giving them the necessary equipment and letting them get on with it," he told the Lords during the bill's second reading. We can assume that the Bible and the complete works of Shakespeare would not be part of the package.

Tricky

Roy Hattersley has got back at the bank of his political life. John MacGregor, chief secretary to the Treasury, who is constantly costing Hattersley's economic proposals. In *Economic Priorities for a Labour Government*, out next month, Hattersley points out that one of MacGregor's hobbies listed in the 1986 *Parliamentary Year Book* is conjuring. "It is not surprising that things are not what they seem," quips the shadow chancellor.

● Don't bother phoning the Tory Reform Group's London HQ until after the election. Jo Biddolph, national co-ordinator, leaves tomorrow. Her stand-in replacement until a successor takes over is June: an answering machine.

Class wharf

The future of Hay's Wharf hangs in the balance with Southwark's Labour council having to decide tomorrow whether it should break its own policies by selling part of the site to the Kuwait Investment Office, owner of the adjoining area. The Kuwaitis plan an office and private housing development, while Southwark has long opposed further " yuppie-ization " of the waterfront and had earmarked the land — near Tower Bridge — for community use. But the council is strapped for cash, and the £14 million it would get might well triumph over political scruple.

Newer socialist

The Labour Party's internecine squabbles appear to have claimed another victim in *New Socialist* editor Stuart Weir, who has drawn heavy fire from the party faithful over his call for tactical voting in the general election. Weir is negotiating with Larry Whitty, Labour's general secretary, over his future. His departure would put the magazine, which is in the middle of flotation, in an awkward position of finding a caretaker, or waiting until August when the deadline for raising the flotation capital runs out. While some Labour members are sceptical about whether enough cash can be raised to save the magazine as a monthly, names of possible stand-ins are circulating. They include deputy editor Stephen Pope, Geoffrey Goodman, former industrial editor of the *Daily Mirror*, and Phil Kelly, editor of *Tribune*.

PHS

How to curb the council spendthrifts?

by Howard Davies

frequently given — is that a small number of councils are adopting a dramatically short-term approach to their finances.

It is possible to interpret this flouting of the centre in a number of ways: as a deliberate politically-motivated rejection of government controls, as a despairing response to the scale of social problems in depressed inner city areas. But it is important also to set the total problem in perspective.

Attempts to tot up all the deals under consideration — leasing, deferred purchase, interest rate swaps or whatever — have produced horrifically high figures with little basis in reality. Apples have been added to pears, and a couple of banana skins and a lemon thrown in, to produce the number the polemicist first thought of.

The great majority of the 450 local authorities in England and Wales manage their finances responsibly and competently. A smaller number, perhaps a couple of dozen, have begun to dabble in new forms of financial instruments, sometimes quite ingeniously. Of them, perhaps ten are in serious trouble, with little prospect of making ends meet after this year.

There is small chance of this last category being able to pay up when the time comes because neither this nor any prospective government is disposed to award a big enough grant increase. The rate rises needed would cause serious hardship on the one hand and a yuppie revolt on the other.

Whichever party wins the election will therefore face two difficult problems: what to do about the councils approaching the end of the financial line and how to prevent the number growing.

Resolution of the first will require, as a starting point, a clear assessment of the scale of the financial problem faced by the near-bankrupt authorities. The Audit Commission can help in this — and in some cases is already doing so — but it will require the co-operation of the councils involved; they know only too well who they are. It will also require a sensitive approach by central government and a willingness to map a route back to respectability which, though painful for all concerned — including some lenders — is not too frightening to contemplate.

The second problem — preventing the virus spreading — requires still more vitally to be solved. The need is for a robust consensus on what the concept of financial prudence means for local authorities. Just how should they balance the interests of present and future ratepayers, tenants and service recipients? How much use can local authorities legitimately make of the new financial instruments available?

A dangerous financial game has begun. The Department of the Environment is again the unfortunate umpire. It is difficult to legislate to prevent someone cutting off their nose to spite their face. But new guidelines are badly needed and the broadest possible consensus around them is required. Once established they will, in addition, need reinforcement in the courts.

For those who will eventually suffer are not just the inhabitants of irresponsible councils or the shareholders of irresponsible banks. In some cases, councils attract more money from the taxpayer by cosmetically reducing their current expenditure.

If reason is to be restored to local government finance, this well-trodden plot of Whitehall soil must be tilled yet again. The reluctance to do so can be easily understood. Perhaps the flurry of interest in the activities of Japanese banks in the local authority market may help to concentrate minds.

The Japanese may lose their money (to popular acclaim), but they will have performed a public service in the process. One can only hope that they will see that as adequate compensation.

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The author is Controller of the Audit Commission.

Richard Davy on the political realities behind the big celebrations

Berlin's birthday but the package as before

Today Berlin starts celebrating its 750th anniversary. The Queen will attend her birthday parade there on May 27, and the whole city will be awash with events until October. The ripples will even reach London in the form of a festival of German arts.

The historical justification is flimsy, resting on a document of October 28, 1237, which records a legal transaction between a bishop and a margrave and is taken as the first official reference to Berlin.

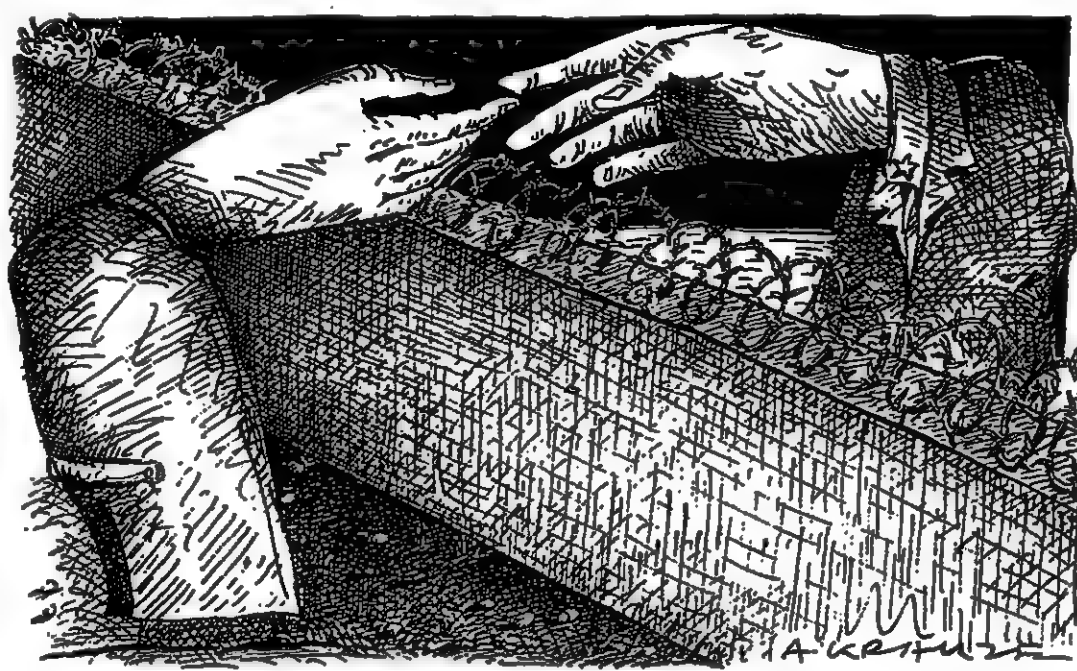
Nobody seems very convinced but any excuse will do for a celebration, especially when the underlying intent is political. The fact is that Berlin's curious provisional status as an occupied city divided by a wall makes both sides hungry for attention.

East Berlin smarts under the humiliation of being denied full recognition as the capital of the German Democratic Republic, so it welcomes any opportunity for self-assertion. West Berlin, out on a limb and now mostly out of the news, has multiple roles to reaffirm. As an island of democracy in the midst of the GDR it demonstrates the West's determination to defend the rights of a militarily indefensible outpost.

As a nodal point in the complex web of agreements that regulate East-West relations in Europe, it could either start World War III or become a political laboratory in which to test new ideas for bridging the divide. It is also a very lively cultural centre.

Not surprisingly in such a delicate situation, the impending celebrations have stirred up old and new controversies about the status of the city. On both sides there have been yearnings to acknowledge the notional unity of the old capital, or at any rate to join a few hands across the wall and recognize the unity of German culture. Eberhard Diepgen, the Governing Mayor of West Berlin, has been invited to the Eastern side and has in turn invited Eric Honecker, the East German leader, to the Western side. Diepgen is still thinking it over.

The problem is that the four occupying powers — Britain, France, the US and Soviet Union — are reluctant to allow anything



that might set a new precedent and thereby undermine existing arrangements. The whole status of Berlin rests on a seamless web of agreements, precedents, understandings and agreements to disagree — enshrined in the quadripartite agreement of 1971 which refers helplessly to the "relevant area" because nobody could agree on what that was.

The Western powers regard Berlin as a single city under four-power rule pending a peace treaty with an all-German government. The Russians agree up to a point and exercise their rights accordingly, by showing their flag in West Berlin, but they also argue that East Berlin is the capital of East Germany and West Berlin should be an independent entity, not a part of West Germany. The Western powers agree that West Berlin is not strictly part of West Germany, but they have to protect the access routes so they persuaded the reluctant Russians to accept a passage in the quadripartite agreement about maintaining and developing ties between West Germany and West Berlin. They worry that Diepgen's visit might be used either to emphasize the separateness of West Berlin or to gain endorsement for an East German act of state in East Berlin.

All this may seem an artificial quibble about a formality, but there is constant concern that if one part of the Berlin package is tampered with the whole thing could start to come apart.

This has led the debate a stage further to the question whether the status of Berlin should be changed. Some West Berliners, mainly the young, resent being under quasi-colonial rule, seeing it as an infringement of sovereignty and a deprivation of human rights

rather than the basis of their security. They have become even more restless as they observe signs of new movements in East-West relations. They feel that Berlin has become stuck in a time warp.

One of many ideas for change was proposed recently at the Royal Institute of International Affairs in London by Günter Gaus, who was West Germany's first accredited representative to East Germany (not quite an ambassador because West Germany will not treat East Germany as a foreign country).

Gaus said the occupying powers should stop waiting for the freely-elected all-German government that is still supposed to emerge from the post-war order and instead sign peace treaties with the two existing German states. He argued that since the partial recognition of East Germany in 1972 had brought a steady increase in travel and human contact, full recognition should logically bring more.

Unlike many left-wingers who want both Germans to be neutral, Gaus more realistically says that the treaties should be guaranteed by the four powers, who would keep their troops in place. Thus East Germany would get full nationhood and its capital in East Berlin would no longer suffer the curious indignity of being patrolled by Western forces. West Berlin would become a *Land* of the Federal Republic, protected by Nato troops, presumably with guaranteed access to West Germany.

The idea looks superficially logical because it seems to formalise the underlying realities of today and finally to settle the division of Germany. But it raises awkward implications. Most West Germans would resist giving up all

hope of reunification, remote though it may seem at the moment, so none of the main political parties would support it, or if one did, the controversy would be highly divisive.

Nor would the four powers support the idea. The Western powers would not wish to be accused of abandoning Germany's right to self-determination, and would not feel happy about exchanging their occupation rights for treaty rights. The Russians would be even more strongly opposed unless Gorbachov sprang another of his extraordinary surprises. Their presence in Berlin and their right to a controlling interest in the German question was one of the major gains of the Second World War. They would hardly give it up without some very solid gain in return, which is difficult to envisage.

And would West Berlin be any safer? The present arrangement has proved itself rather well. From being a major potential flashpoint, Berlin has become one of the linchpins of East-West relations since the quadripartite agreement and the discovery by the two German states of their joint interest in avoiding conflict.

Obviously Berlin must be open to new ideas. Refusal to contemplate change tends to increase pressure for it. But the basic tensions of East-West relations remain in Berlin and could still surface if relations deteriorated. The present arrangements, strange though they are, not only work but have the great advantage of binding the four powers into certain areas of common responsibility. Any new arrangement would have to be extremely good to do better. Doubtless the time for change will come, but it has not yet come.

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Negligence: how all could suffer

either way, the client's choice is curtailed.

So far the government has been unsympathetic to the professions' case. The consumer lobby has argued vociferously for the victim of negligence and the government has also been persuaded that the retraction in the insurance market may be only temporary. It also says that a statutory limit may be arbitrary: that the problems faced by each profession are different and need different solutions.

But the professions will not let the issue drop. Doctors are pressing for a state "no-fault" scheme by which victims of medical accidents are automatically compensated without negligence being proved. Accountants and solicitors have been lobbying hard for the government at least to accept that a problem exists and to consider remedies.

In some cases defensive measures are already being taken. The Law Society of Scotland has just drafted rules allowing its 5,000

solicitor members to form limited companies. They are bound to be followed by their counterparts in England and Wales; the legislation is already on the statute book. At present solicitors can practise only in partnerships, which means they are personally liable to the full extent of their assets in the event of a successful negligence claim.

The idea of limited companies is also finding favour in other professions because they would help the establishment of inter-professional practices and allow outside capital to be brought in.

But incorporation goes against what, for some, is the essence of a professional: *The Solicitor's Journal* has said that it "seemed only just" that the professional man's personal fortune should be at risk if he were negligent. But that does not take account of the highly commercial and consumer-conscious market in which the professions now operate. Solicitors in the City of London, where the move for incorporation is strong,

say it cannot be in the public interest that the practice of law is inhibited by the fear of personal bankruptcy if wrong advice has been given.

Incorporation, however, is not the answer. First, it is neither appropriate nor advantageous for many smaller firms; second, it does not remove the risk of bankruptcy — a firm could still be wiped out by a large claim. Third, although it removes the risk of each partner being liable for all his personal assets, the individual can still be sued by his client or an affected third party.

If a statutory limit on damages were applied, this could be a fixed multiple (perhaps ten or 20) of the fee for the job. Or the courts could apportion damages according to the respondent's share of responsibility: at the moment a firm might have to pay all the damages when it was only partly to blame.

This might look like protecting the professional against the client. But the client is already suffering because the higher insurance premiums are being passed on in fees. Without government action, professional services will not only remain expensive but, in some cases, could cease to exist.

Frances Gibb
Legal Affairs Correspondent

Ronald Butt

But anti-Labour even more

Time after time, Labour spokesmen aggregate the Labour and Alliance potential votes and assert that there is an anti-Thatcher majority in the country. Last weekend Neil Kinnock described tactical voting for the Alliance as "fruit machine politics" and pleaded with this "anti-Conservative" majority to vote Labour as the only way of getting Mrs Thatcher out.

Mr Kinnock is dealing in illusions. All the evidence indicates that the real national majority is anti-Labour. It is not only the leftists who will be the majority of Labour MPs in the next parliament that are unacceptable. Canvasses of public opinion have shown a clear lack of sympathy with Labour's official policies on economic management, inflation, the unions, ownership, defence and its attitudes towards educational standards and immigration.

The fundamental dividing line in our politics is drawn by the fact that Labour cannot, like over from the Tories without a social and economic rupture which would make nonsense of all that has been done in the past eight years with general support. It can no longer function as the natural alternative to the Tories. But provided another defeat establishes that Labour has no future, the Alliance could be the nucleus of a new social democratic alternative to the Tories, working within a national consensus on the fundamental nature of our society.

Labour leaders are now trying desperately to stave off defeat by claiming that their party is misunderstood. Scanting the prevailing wind, Roy Hattersley has conceded the importance for freedom of the market principle by admitting it to be a better way than bureaucracy of distributing the everyday things of life, though not such basic needs as health or education. Yet he would make nonsense of private sector freedom by imposing on it a system of financial and other controls which would subordinate market principles to the bureaucratic decisions of a Labour administration and to the wishes of the deformed unions.

Nevertheless, he thinks his party could get away with this in the name of its policies for jobs and the social services if only public attention was not soured by the preoccupation of left extremists with minority interests and pressure groups. He devoted an entire article to this in the *Financial Times* last Saturday, acknowledging that Labour would not be taken seriously if it pretended that these difficulties were "the invention of a prejudiced press."

The treatment of minority issues, he thinks, the party's greatest difficulty, and "the most crucial minority question of all is Labour's attitude to homosexuals. Electoral success does not require us to deny equality of treatment or respect. But we do have to treat the subject in a way which respects majority as well as minority opinion. Homosexuals must have equal rights — not special rights. That is Labour Party policy."

But he complained that what "some groups demand, and what some newspapers gleefully report, goes much further than that," and that this was wrongly represented

as party policy. He thus concedes that what the press reports is correct. His resentful reference to its gleefulness presumably means simply that if the press had any decency it would cast the blanket of non-reporting censorship over the anxieties of the parents who suffer from the policies of the local authorities where Labour is actually in power instead of being, like Mr Hattersley, in opposition.

Extending his criticism to those who push the same minority attitudes in matters of race, and to the councils who have indulged in "creative accounting", he wrote candidly: "We cannot pretend that such people do say will be made into headlines." So there must be "no reprieve" for them during the campaign, and their "little revolts" must be put into perspective. It would be better, he added, if such things did not have to be done, but it would also be better if Labour started ten points ahead in the opinion polls. I take this to mean that if Labour were in the lead, we should not be hearing anything from Mr Hattersley about these little local difficulties.

The national majority do not believe that the left is influential in the Labour Party, or that Labour has abandoned its old ideas of controls and socialism. They believe that it goes against the grain of freedom, which is why it is on course to lose the election, and why it would be in the national interest for it to be destroyed as the alternative party of government.

To say this is not to be blind to the contribution socialism has made to political thinking. Like every other political phenomenon, it was a reaction against something that was wrong. The apogee of capitalism in the 19th century brought great wealth to many and widening prosperity, but far too little was done to remove hardship and poverty, though that was what the social policies of Disraeli, Gladstone and Lloyd George were about. Possessors do not easily part with what they have and both the franchise and modes of thinking were still too narrow to oblige them to recognize adequately what equity required.

Hence the ideas of socialism, trades unions and the Labour Party. But these in turn led to the arrogant abuses which the reforms of the last few years have sought to remove. There can no more be a going back on these reforms by reverting to socialism than there can be any going back by those who support a social market democracy to the unfettered laissez faire ideas of the Cobdenite economic liberals.

Socialism was a demand for society to accept a clearer concept of social obligation to safeguard its poorer, weaker and less talented members. The end was good, but the means, stifling responsibility, were bad. The end with the necessary redistribution of wealth, is now the common conviction of all parties in society. But the means of state control, social engineering, dictatorial unions, and the bitter authoritarianism of the left is rejected. The Labour Party cannot go forward with recent reforms, and the revived concept of a society of responsible individuals. That is why, in its present form, it cannot have a future.

Paul Jennings

A spud by any other name

Planting my potatoes last week, I started thinking about the odd names some of them have. *Desirée*, for example. Surely *Desirée* is a princess in a lovely old French tower in a Perrault fairy tale, or at least a wispy, dainty, fragile beauty, the imagined ideal of those *fin de siècle* writers like Richard le Gallienne.

Martha, Matilda, Blodwen (to English ears anyway), Gladys, Dora, perhaps even Mary — these, at a pinch, would do for potatoes. But *Desirée*? Inevitably, as one wonders about its marvellous inappropriateness, shadowy pictures begin to form of some huge, lumbering, inarticulate potato grower — William Sprot, Abel Jepson, some name like that — patiently experimenting on the windswept Lincolnshire wolds and up in London for a Royal Horticultural Society do. Entering his hotel he is swept off his feet as the exquisite, unattainable *Desirée* tinkles past, a sophisticated blur of perfume, Dior gown and elegant furs.

Does she join in the contemporary mirth of her retinue of Furbankian young men at his stammered protestations of love at first sight ("Ah! I'll name my new maincrop after ye"), or is she moved at this, her first experience of a true, manly heart? Will there be a blissful marriage among the potato fields, the young bride cold-shouldered at first but flowering into a famous rural matriarch?

The fact is that real gardeners, not people who just happen to have a bit of unoccupied earth adjoining their house and feel vaguely they should have flowers as the outdoor complement to wallpaper, live in a kind of refracted mirror world where everything is reversed.

Thus, not only do all potatoes have more or less poetic names (Great Scot, Arran Pilot, Golden Wonder) but roses, of all things, are determinedly prosaic. Anyone who did not know personally the people involved could be forgiven

for thinking of Wendy Cussons as a Betjeman girl in jodhpurs, Ena Harkness as someone in *Coronation Street*, Dorothy Perkins as a kind of Edwardian Mary Quant with a string of shops run with a staggering tough efficiency and Mrs Sam McGrody as the author, Brigadier C.E. Lucas Phillips says: "Dig the soil at least 10in, deep in autumn." Now he tells us, thinks the pseudo-gardener.

In the end there is no logical explanation for the long labours performed in the short hours, any more than there is for the amazingly different petal shapes and colours from basically the same-looking little dry brown seeds in the packets. And maybe right here in England, where even now the discredited tower blocks have not eradicated that horizontal feeling of suburbia fading imperceptibly into "the country", it is we, who have no peasants, who still have the deepest feeling for the marvelous ancient contradictions of the earth, for paradox.

Now is the time when most of us, pseudo or real, or more likely both at once, are planting and sowing. Lifting my eyes from the soil to that great world beyond the garden gate, it struck me too that it is a long time since we had one of those new roses that somehow get instantly known (and sometimes do have rosy-sounding names, like Peace). Never mind Emily Grey, or even *Desirée*. As the world stirs with new life again: how about Raisa? Or Nancy?



The boom in private education — it amounts to nothing less — is the result, not of "privilege", but of thousands of parents digging deep into their pockets. Most people cannot easily be persuaded to pay for something when the same commodity is available elsewhere free — or at least, as in the case of state education, is available free at the point of use.

It is happening at a time when the teachers' leaders are issuing weekly bulletins about the next round of half-day strikes and when everyone who teaches in a state school is being urged to adopt what were once the industrial practices of Midlands car workers. For every family that makes the sacrifice now necessary to ensure a high quality, uninterrupted education for their children, there are half a dozen more who would dearly like to be able to do the same.

Mr Radice, the chief Opposition spokesman on educa-

Even before it had thus failed to make any significant improvement to the quality of state education, Labour would happily have already set about the task of destroying the escape route to which so many parents are now turning. Of course, the party's real desire is to abolish fee-paying schools entirely. Only stern legal advice that to do so would contravene the European Convention on Human Rights has forced a change of policy.

As things stand, the benign protection of the Tories will not allow the independent sector to cater for more than a small minority of pupils. Mr Baker himself predicted recently that the proportion would rise from 7 per cent to 10 per cent at the most. The Prime Minister is right to emphasize, as she did in a message to a rally of parents in Liverpool on Tuesday night, that her party will protect the freedom and choice which the independent schools represent. But it is on the Conservatives' policies for radically improving the schools to which 90 per cent of parents will continue to send their children that their appeal will most securely rest.

One difficulty has been the

Mr Lawrence Walsh, the special prosecutor appointed

Urban renewal

Sir Mr John Hatherley
 Mrs Thatcher is correct in believing that problems of inner city areas "could not be solved simply by pumping in more taxpayers' money" (report, April 17). That these areas can be developed is undisputed. Why, then, have they not been developed ere now?

An experiment conducted over the past 15 years in five cities in Pennsylvania, monitored by American academics, has proved a point long since shown in practice in other cities (such as Sydney, Australia, Wellington, New Zealand, and Pittsburgh).

Numbers game

From Dr Henry Mayr-Harting
Sir, Saturday is doomsday in your Portfolio. Unless one is destined actually to win, one is cut down to size, often drastically as I was today. The most effective chopper seems to be the industrialists section. (Today six of my eight numbers (and the worst) came from it. Are you sending code signals about the state of British industry as we move into a general election?) Yours, interested but uncomplaining, HENRY MAYR-HARTING, St Peter's College, Oxford.
April 25.

א. פרידמאן ופ. קאופמאן

...the people and all their belongings, and the
...the White Horse of the
...had done something, but
...understood it even now. No doubt
...was something unique, like the
...whole of the English village, and
...what he was concerned to point out
...was that over vast spaces of the
...world – the vast spaces of America
...like the vast spaces of Asia – that
...particular thing did not exist.
...might perhaps never exist, and
...certainly, if that huge universal
...desert was allowed to creep in upon
...our cities and villages, would
...entirely disappear. People talked
...about the Crown Jewels. These
...were in a real sense the Crown
...Jewels. These were the national
...the normal, the English, the
...unreplaceable things.

where inner city decay does not

five decided to tax derelict sites. This "incentive taxation" rapidly persuaded the site owners to call in developers, who not only provided local employment directly, but whose pay (by the multiplier effect) also generated wave upon wave of income and employment from spending and re-spending - with benefit, not cost, to the taxpayers.

Yours faithfully,
JOHN HATHERLEY,
16 Brighton Road,
Coulsoe, Surrey.
April 17.

adequate for the biggest locomotive.

ROBERT ORMISTON-CHANT
17 Roseleigh Avenue, Manchester

On the mend
From Miss Ann Carlisle
Sir, After a wait of three-and-a-half-years, my builder has just completed a small repair job. The account has now arrived showing a discount as "reduction for patience".
Yours faithfully,
ANN CARLISLE
22 North Brink,
Wisbech, Cambridgeshire.
April 9

Session 12.30-1.10am
Night time Broadcasting
1215kHz/247m VHE-90-

100

THE ARTS

Shows of another century

Last night's television was heavy on the Victorian. There was no avoiding the issue so the only choice was in the way you liked yours done.

Channel 4's *The Making of Britain* was the simple, no fuss and nonsense school. Dr. Vik Gattrell of Cairns College, Cambridge, stood in front of a map of the United Kingdom and lectured on the Victorian State. He covered the growth of urbanization, the birth of the Special Branch and the first Home Office records detailing criminal offenders.

Along with the camera for most of the programme, Gattrell's was no easy task but he blended economics, law, sociology and history into a mixture as palatable as orange squash — easy to swallow and

TELEVISION

well-diluted. Until the mid-19th century, he said, the word "crime" was only used to describe the act of an individual. Once it came into use as a collective term the state grabbed on to it and used the concept to its advantage. Quoting rising crime figures to indicate moral decay, social control was shifted from the hands of employers, landowners and the family into a more centralized force — hence the rise of the police force.

Up to a point this was all very interesting. But such subjects can make drab viewing and needed more imaginative help than a few urban etchings of peacocks, fogs, the odd graph and the clip-clop of horses on cobblestones.

The second episode of *The Victorian House* (Channel 4), about building during the era, was of quite another order, bristling with the tricks and pomp and fun of the fair.

Presenter Jonathan Meades made a calculatedly sinister escort through the bricks and mortar of the Victorian terraces that were designed to accommodate the same swelling urban population that Gattrell discussed. Meades was like an erudite guide on the ghost train, lurking not only behind impenetrable dark glasses but also behind ornate lamp posts, leering out from under low candlelit rafters and peering darkly through dusty panes of Victorian glass.

Alexandra Shulman

The blackest of comedies

CINEMA

Prick Up Your Ears (15)
Curzon, Mayfair

Farewell (PG)
Camden Plaza

The Hour of the Star (15)
Everyman

Jumpin' Jack Flash (15)
Prince Charles, Cannons
Haymarket, Oxford Street

The killing of Joe Orton — hammered to death by his neurotic lover in their Islington bedsitter — was as grotesquely macabre as anything in his dramatic works. In a sense the film of *Prick Up Your Ears* might be an apocryphal Orton black comedy about sex, success and murder.

Based on John Lahr's 1978 book of the same title, Alan Bennett's screenplay is a brilliantly accomplished experiment in impressionist biography. In form it is a stream of association which moves fluidly between the Seventies, with John Lahr researching his book; the Noel Road holocaust of August 9, 1967; and the two interwoven lives that preceded and provoked it. Like Orton himself, Bennett has the gift of comic ellipses. All that needs to be said, for instance, about the marriage of the Orton parents is summed up in a single line uttered by Julie Walters as Mum: "He's my husband. Ignore him."

Without any sense of compression or hurry, Bennett has got everything in Orton's beginnings in a loveless working class family in Leicester; escape from clerking into acting and RADA; discovery of his rampant sexuality. His lover Halliwell begins a step or two up the social scale, is orphaned and becomes resentful early in life; develops artistic aspirations that outrun his talent.

Alan Bennett is principally concerned to elucidate the relationship that turns deadly. For Orton, at least, it was the first and only lasting affair. When they met at RADA in 1952 Halliwell, older and a self-conscious sophisticate, appointed himself mentor to the raw, attractive, provincial lad, introducing him to culture and

letting him collaborate on his own literary efforts.

The trouble began when pupil outpaced teacher. Left behind, Halliwell struggled for his share in Orton's success; but as Bennett interprets it, Orton found sharing became less and less easy. After 15 years the relationship became unbearable. Halliwell ended it.

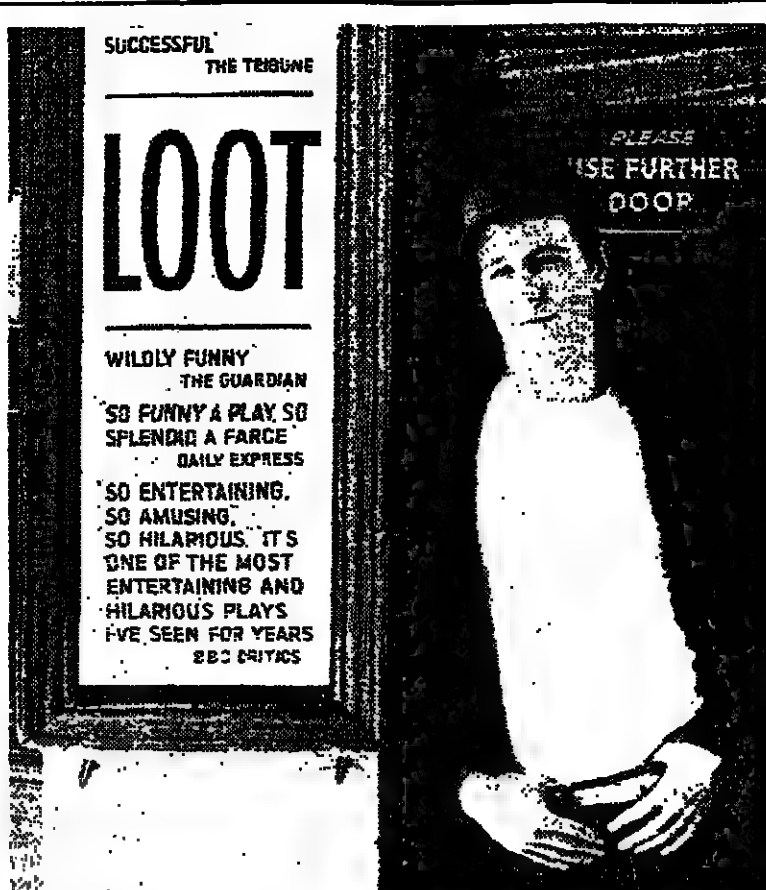
Generously sympathetic to Halliwell, Bennett argues that, however extreme the outcome, the problems of the affair were not unique. Mischievously he shows John Lahr's own marriage as a mirror-image of Halliwell and Orton: poor Anthea, left in the background typing John's manuscripts while protesting "we're writing this together", looks daggers. (But John Lahr knows enough to avoid Orton's fatal mistake: the preface to his book includes "without Anthea this book and my writing would not exist.") It is to be hoped that the Lahr's understand and forgive Bennett's interpretation, along with Wallace Shawn's unjustifiably clownish portrait of John.

There is a conflict here — not usual in their collaborations — between Bennett's screenplay and Stephen Frears's direction. While Bennett wants to make us understand how the catastrophe developed out of a familiar enough human situation, Frears allows Alfred Molina to play Halliwell as a grotesque — with the verbal mannerisms of Tony Hancock and the look of a younger Uncle Fester. To stick with this monster would have been perverse masochism in Orton. Pictures and personal recollections reveal, however, that Halliwell was perfectly presentable when he had his toupee on straight and was not in tantrums.

It is surprising, because the rest is so sensitive and believable. The whole feeling of the film is well enough caught to give a pang or two to those who remember the assertive never-had-it-so-good self-confidence and the new regional culture, existing alongside the old social structures.

In *My Beautiful Laundrette* and *Prick Up Your Ears* Stephen Frears has created the cinema's most understanding pictures of homosexuality. With remarkable tact and compassion, he even tries to comprehend Orton's perilous attraction to flecting, dark and insubstantial sexual adventures in public lavatories.

Gary Oldman is Orton, the actor who played Sid Vicious unrecognizable in this demonic little charmer. Without knowing Margaret Ramsey, Orton's agent and confidante, it is easy to believe in Vanessa Redgrave's warm, knowing impersonation. The supporting roles, notably Janet Dale as the Orton-esque lady downstairs and Frances Barber as Joe's under-



Demonic little charmer: Gary Oldman as Joe Orton in *Prick Up Your Ears*

standing sister are as wisely cast. Elem Klimov, besides proving himself the right man in the right place as spiritual and political leader of the new Soviet cinema, is a powerful director with a gift for epic. Remarkably, all three of his most recent films are currently on show in London.

While *Come and See* and *Farewell to My Mother* are in the cinema, *Agonia*, his controversial account of the last days of the last days of the Soviet progress.

Farewell was begun in 1979 by Klimov's young wife, Larissa Shepitko — a woman of extraordinary gifts and glamour — but before anything was shot, she was killed in a car crash, along with her art director and photographer. Klimov took over the project.

Based on a novel by the Siberian writer Valentin Rasputin, *Farewell to My Mother*, it chronicles the final days of an island village doomed to be flooded to make way for a hydro-electric scheme. Neither the novel nor the film (finished in 1981) had an easy passage in pre-revolutionary days: the theme was novel in the Soviet Union where, since the Revolution, the priority of progress had been unquestioned. *Farewell* is a elegy, regret for the passing of old cultural and community traditions.

The heroine (Maya Bulgakova) is a beautiful, stoical old lady who refuses to leave the place where her family and ancestors are buried. Klimov compares her symbolically to the great old tree that defies all the puny efforts of the machine-age men to shift it. There is hardly any story, only the

conflict of attitudes, and magnificent, mesmeric images that evoke a mystical sense of the land and the people who belong to it. When the old lady recognizes that she must leave her home, she painfully scrubs and cleans the house like the ritual of washing a corpse. The great tree is finally consumed by fire, only to re-emerge in its spring glory. At the end, the men of the future are lost in a sea mist, unable any more to find Mayora.

There is heretic mystery about it, but also an unequivocal plea to respect human and traditional values that are threatened by a mindless materialist progress. Klimov is the man of the moment, but he is one of the rare ones, like Rasputin and Larissa, who saw that moment coming.

The *Hour of the Star* is an odd, talented and recommended first work by Suzana Amaral, a New York-educated Brazilian. Based on a novel by the late Clarice Lispector, it is about a girl who comes from the country, unsophisticated about hygiene as well as all else, to join the lonely masses in São Paulo. Marcela Cartaxo's touching performance won the Best Actress Prize at the 1986 Berlin Festival.

Jumpin' Jack Flash, directed by Penny Marshall, is a tedious silly vehicle for Whoopi Goldberg. The presence of four writers seems to have produced muddle but not ideas. Whoopi is an eccentric bank computer operator who talks to herself, and somehow gets her terminal hitched to a British agent in trouble with the KGB in East Europe. The incidents that follow strain patience as much as credulity.

David Robinson

Friendships of failure

THEATRE

Up On The Roof
Donmar Warehouse

This engaging though inconsistently crafted play by Simon Moore and Jane Prowse asks in its last act what friends are for if they are to help you when you are down, the five who first hung around together in their student days, and arranged to meet up at regular intervals, have been failing each other at most moments of crisis.

First seen clambering out of the skylight above their digs from an end-of-term party, all very Seventies in embroidered jackets and velvet loons, they establish their character notes and stay with them until the first interval. Droopy Angie has no self-confidence; merrily selfish Keith (Gary Olsen) gambols in his Wombles suit.

The student jokes are not as perceptive as the team hopes — the script emerged from improvisation with the cast, and while the result is immensely more skilful than the usual play hooked together by this method, it is the cause of the doldrums in which the dialogue can find itself belated.

Even the group's unaccompanied singing of golden oldies, skilfully done and delightful, is indulged in once too often.

Time moves forward five years and the slate rooftop is turned inside out to become a church hall in Surrey, where Bryony is marrying someone unsuitable on the rebound from Scott, who never made it in the capella pop scene.

Again the lines are a mixed bag of perception and ballast, and the script does not solve the problem of how to tell us what they have already discovered.

But the change of time has given the characters a suggestion of depth, even if it is at the level of family friends marvelling how the lackadaisical Tim of Michael Mueller — the most persuasive of the students — has now become the laid-back presenter of children's TV.

Five years later we are in the third of David Blyth's con-

tingly simple sets, a villa in the South of France where time's whirling has cast up those who are down and vice versa. The dead-eyed Scott of Mark McGann is now attractively assured. Felicity Montagu's Bryony has turned into Maggie Smith running a craft shop in Worthing. Beverly Hills is so effortlessly credible as pop queen Angel that it explains her failure to convince as the hopeless



Friends, Fiona Montagu and Gary Olsen in *Up On The Roof*

Angie Michael Mueller's face has become transparent to his grief.

"Come on, we're all friends," one of them says, doubtfully as they once again recover the rhythm of an old song. The variety of performance the cast has to give combines with the twisting storyline to make the evening pleasant enough. In a soap operatic kind of way.

Jeremy Kingston

Cameroon Mackintosh is planning to stage a new musical, *Miss Saigon*, by Alan Bouill and Claude-Michel Schönberg, the authors of *Les Misérables*. It is inspired by Pierre Loti's novel *Madame Chrysanthe*, on which David Belasco's play *Madame Butterfly* was based. It is set in the Far East at the time of the end of the Vietnam war. Production is planned for the autumn of 1988.



Yoko Watanabe as Madama Butterfly in the Scottish Opera production: all the obvious advantages for the title role

Sweeping away the clichés

Expectations have been high for the long-awaited first opera production by Nuriya Esper, director of *The House of Bernarda Alba*. For Scottish Opera, engaging Miss Esper has turned out to be one of the greatest coups in its 25-year history: for Britain, it has led to one of the most revelatory stagings of *Madama Butterfly* in as many years.

The house of Cio-Cio San is the ground floor of a crowded, three-storey tenement, its dilapidated woodwork and

OPERA

Madama Butterfly
Theatre Royal,
Glasgow

rusting corrugated iron relieved only by the beauty of a huge, twilight-blue wisteria. Ezio Frigerio (Esper's designer from *Bernarda Alba*) has created a set of character-

istically original beauty which, in its every detail, staccato the images of Esper's conception indelibly on the mind's eye.

The first and central image is that of wearying and debasing poverty. Cio-Cio San, her relatives and friends arrive not in fancy silks, but in cotton jackets and *yakatas* of brown, grey, blue. Frances Scarpellino has cut their coats exactly according to their cloth. This is a society (Japan around the turn of the century) in which male-controlled wealth can buy and rule what it chooses, and Neil Jenkins's viciously oily Goro leaves us in no doubt of the fact. Butterfly's adorning of herself and her house before her long vigil is played as a last ritual of hope for release from it all: the modelisation to the major as the flowers are driven towards a final and fragile fantasy of escape.

The second image is that of the total lack of privacy engendered by this society. Frigerio's three levels are haunted by shadowy silhouettes: the very human mingling of sympathy and snooping is handled with a sensitivity of observation which inevitably recalls *Alto*. Suzuki hovers with a lamp, overhearing Butterfly's and Pinkerton's duet; as Butterfly, deserted, prepares for "Un bel di" a single, stooping woman paces her own balcony; Goro spies on her conversation with Sharpless.

All the social and psychological comment can best hope for is there. But the clichés of so many new, re-examined *Butterflies* of this decade are swept away as

lightly and decisively as the clichés of the old Japanese.

Yoko Watanabe has all the obvious advantages for the title role. Even in the heavier garments of the Royal Opera's production five years ago, she concentrated on the minutiae of her vocal responses to equal her physical eloquence. Now, far more naked and vulnerable, this is a Butterfly who lives entirely in her body and can modulate a voice of not extraordinary power and colour from a fast vibrato of anger to the passionate inflection of several sighs.

She has a stalwart, solicitous Suzuki in Anne-Marie Owens, but the men, whether consciously or no, are as yet somewhat under-characterised. Seppo Ruohonen as Pinkerton seems little touched by Miss Esper's conception, and a little unsure of his place in it — unless, of course, that is the point. He steers his big-boned tenor energetically and accurately round the notes, but gives no more fresh insight into its motivation than does Norman Bailey's likeable Sharpless.

For nuance and implication, we must listen to the orchestra. Sir Alexander Gibson, starting the first lap of his farewell run as founder and music director of the company, answers the delicacy and discretion of Miss Esper's stagecraft with some of the most lucid, finely-drawn playing I have heard in this pit for a long time.

Hilary Finch

Musical mosaic

CONCERTS

Kronos Quartet
Wigmore Hall

With their modish hairdries, un-conventionally-tailored outfits, the Kronos Quartet may look a little outrageous. But the contents of this concert, a "Spotlight on Finland" event, were mostly rather sober, though as usual nothing was held in reserve in the Kronos's superb performances.

Antti Sallinen's Fifth String Quartet, *Pieces of Mosaic*, is another work by this composer which seems frequently to rush off at tangents to itself. Here, though, Sallinen has invented a form which lends itself well to such an impressive chaos of creativity. The 16 movements are not short enough to be likened to anything but the crudest mosaic, yet Sallinen achieves a sense of unity through repetition and through his strongly marked ideas, while the string writing is idiomatic and successful.

And so it is in the young Finnish composer Jooni Kaipainen's *Quartetto III*, Opus 25 (1984), though here again one does not sense any new grounds being broken. Kaipainen's themes and counterpoints are always attractive, at times arresting, but one feels that they are too often too conventionally deployed. He needs, perhaps, to compress his forms, and to investigate a more adventurous sound world if he is to do better justice to what is nevertheless clearly an original, powerful talent.

He might do worse than to adopt some of the shock tactics of Alfred Shnitke, whose own Third Quartet (1983), with its references to Lassus's cadences, to Beethoven's *Grosse Fuge*, and to Shostakovich's ubiquitous DSCH motif pays lavish tribute to his influences. But Shnitke has also created something provocative, complex, and genuinely moving.

In contrast, Terry Riley's "Good Medicine", part of his *Salone Dances for Peace*, Part II, runs a bland minimalist course, weaving a plain backcloth to an empty stage.

Stephen Pettitt

LPO/Burgos
Royal Festival Hall

Rafael Frubbeck de Burgos and the London Philharmonic offered a programme mirroring this one last week: a late-Romantic rarity, a Rachmaninov piano "pop" and one of Respighi's gaudy, gargantuan portraits of his beloved Rome.

Unfortunately, the formula seems to spread: box-office dearth. Too few punters, it appears, know the delights of Giuseppe Martucci.

That is a pity. Martucci was the Italian Fauré, or maybe the Italian Elgar; the experts are divided. Unlike nearly every other 19th-century Italian composer, he never wrote an opera, though he did conduct the Italian premiere of *Tristan*. It is a matter for speculation whether this action convinced his countrymen that, deep down, he did actually like opera.

Judging from the three "genre" pieces played here — a *Nocturne*, a *Notturno* and a *Giga* (probably his most-performed works) — there were two good reasons why he shunned opera composition. First, his natural mode of expression was calm, subtle, decidedly un-Italian.

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Richard Morrison

THIS NOTICE DOES NOT CONSTITUTE AN OFFER FOR SALE AND THE LOAN DESCRIBED BELOW IS NOT AVAILABLE FOR PURCHASE DIRECT FROM THE BANK OF ENGLAND OFFICIAL DEALINGS IN THE LOAN ON THE STOCK EXCHANGE ARE EXPECTED TO COMMENCE ON THURSDAY, 10TH APRIL 1987

PARTICULARS OF AN ISSUE OF £1,200,000,000
8½ per cent TREASURY LOAN, 2000

SCHEDULE OF PAYMENTS:
Amount paid on issue £30.00 per cent
Amount payable on Monday, 22nd June 1987 £67.50 per cent
INTEREST PAYABLE HALF-YEARLY ON 15TH JANUARY AND 15TH JULY

The Loan is an investment following under Part II of the 1978 Act and the Treasury Securities Act 1978, subject to the provisions of the 1978 Act and the Treasury Securities Act 1978, and the provisions of the 1978 Act and the Treasury Securities Act 1978, and the provisions of the 1978 Act and the Treasury Securities Act 1978.

1. The Loan is an investment following under Part II of the 1978 Act and the Treasury Securities Act 1978, subject to the provisions of the 1978 Act and the Treasury Securities Act 1978, and the provisions of the 1978 Act and the Treasury Securities Act 1978.

2. The principal of and interest on the Loan will be chargeable on the National Loans Fund, which is a fund established by the Treasury under the National Loans Act 1968.

3. The Loan will be repaid at par on 28th January 2000.

4. The Loan will be issued in the form of stock which will be registered at the Bank of England or at the Bank of Ireland, Belfast, and will be transferable, in whole or in part, by instrument in writing in accordance with the Stock Transfer Act 1982.

5. On or after 28th January 1987, interest on the Loan will be payable in cash or by cheque, at the option of the holder, on the 15th day of January and the 15th day of July in each year.

6. Stock will be interchangeable with bonds without payment of any fee.

7. Interest will be payable half-yearly on 15th January and 15th July in each year, at the rate of 8½ per cent per annum, calculated on the basis of a year of 365 days.

8. Payment of interest on the Loan will be made by the Bank of England or the Bank of Ireland, Belfast, and will be transferable, in whole or in part, by instrument in writing in accordance with the Stock Transfer Act 1982.

9. Further, the interest payable on the Loan will be chargeable on the National Loans Fund, which is a fund established by the Treasury under the National Loans Act 1968.

10. For the purposes of the preceding paragraphs, persons are not ordinarily resident in the United Kingdom if they are registered as non-residents for the purposes of the United Kingdom Income Tax Act 1978.

11. Applications for exemption from United Kingdom income tax should, in the case of persons who are not ordinarily resident in the United Kingdom, be made to the Commissioners of Her Majesty's Revenue and Customs.

12. These exemptions will not extend to persons who claim exemption from tax deducted from interest on the Loan, or to persons who claim exemption from tax deducted from interest on the Loan, or to persons who claim exemption from tax deducted from interest on the Loan.

13. Payment of interest on the Loan will be made by the Bank of England or the Bank of Ireland, Belfast, and will be transferable, in whole or in part, by instrument in writing in accordance with the Stock Transfer Act 1982.

14. Further, the interest payable on the Loan will be chargeable on the National Loans Fund, which is a fund established by the Treasury under the National Loans Act 1968.

15. Letters of allotment will be issued to the holders of the Loan, and will be transferable, in whole or in part, by instrument in writing in accordance with the Stock Transfer Act 1982.

16. Members of the Central Gilt Office Service may, subject to the provisions of the 1978 Act and the Treasury Securities Act 1978, transfer their holdings of the Loan to the Central Gilt Office Service.

17. Letters of allotment will be issued to the holders of the Loan, and will be transferable, in whole or in part, by instrument in writing in accordance with the Stock Transfer Act 1982.

18. Comes of this notice may be obtained at the Bank of England, New Street, London, EC4A 3DF, or at any of the Branches of the Bank of England, or at the Bank of Ireland, 100, Colaba Street, Dublin, D11 1BN, or at any of the Branches of the Bank of Ireland.

19. The notice may be obtained at the Bank of England, New Street, London, EC4A 3DF, or at any of the Branches of the Bank of England, or at the Bank of Ireland, 100, Colaba Street, Dublin, D11 1BN, or at any of the Branches of the Bank of Ireland.

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of the opaque... Mr. Barks said yesterday that he had contemplated all the stories and said the changing of the structure con-

things to follow the stock market... There's a Mr. Mickey Mouse from the Bank of England...

Ray Heath... FREQUENCIES: Radio 1: 105.3kHz/275m; 108.9kHz/275m; Radio 2: 693kHz/433m; 909kHz/330m; Radio 3: 1215kHz/247m; VHF 97.3; Capital: 1548kHz/194m; VHF 95.8; BBC Radio London: 143.8kHz/206m; VHF 94.9; World Service: MF 648kHz/483m.

approaches New York City... 11.00 The Manger Services Commission 12.30-1.10pm Schools Night time Broadcasting

Executive Editor
Kenneth Fleet

STOCK MARKET

FT 30 Share
1608.6 (+19.2)
FT-SE 100
2038.6 (+16.5)

Bargains
38629 (37883)

USM (Datastream)
165.63 (+0.95)

THE POUND

US dollar
1.6570 (+0.0050)

W German mark
2.9743 (+0.0057)

Trade-weighted
73.0 (+0.1)

Retail sales
fall 1.2%
in March

The volume of retail sales fell by 1.2 per cent last month in spite of continued strong growth in incomes and other favourable influences on spending. In the first quarter, retail sales volume fell by 0.9 per cent compared with the final quarter of 1986. This was the first quarterly decline for three years.

But officials at the Department of Trade and Industry are confident that the underlying trend is upwards. Part of the first-quarter decline, they explained, was due to the exceptionally severe January weather.

Mr Richard Weir, the director general of the Retail Consortium, said: "All the indications are that we are in for a good trading year. I would be astonished if we did not see a very substantial recovery during April." Spending should receive a boost in May from the Budget cut in income tax and the reduction in mortgage rates.

Tate up 11%

Tate & Lyle's pretax profits were up by 11 per cent to £40.2 million on flat turnover for the six months to March 28. Lower tax pushed earnings per share up by 18 per cent to 30.3p. The interim dividend is raised by a 1p to 9p.

Pirelli drop

Pirelli UK, the British arm of the Italian tyre and cable group, made a pretax profit of £19.34 million in 1986, down from 1985's £21.2 million.

SUMMARY

STOCK MARKETS

New York	Dow Jones	2255.97 (+24.01)
Tel Aviv	Nikkei Dow	Markets Closed
Hong Kong	Hang Seng	2586.54 (+27.54)
Amsterdam	AEX	280.5 (+0.9)
Sydney	ASX	1766.4 (+7.4)
Frankfurt	Frankfurt	1792.7 (+9.0)
Brussels	Brussels	1792.7 (+9.0)
Paris	CAC	453.4 (+3.2)
Zurich	SIX	527.2 (+0.1)
London	FT 100	2038.6 (+16.5)
FT 30	FT 30	1608.6 (+19.2)

MAIN PRICE CHANGES

RISES:	
BSE:	324p (+18p)
ICI:	1349p (+27p)
BP:	925p (+11p)
Nestle:	222p (+17p)
Robinson Thomas:	450p (+11p)
Luc Refrigeration:	353p (+15p)
Brant Walker:	405p (+10p)
Plesuram:	40p (+1p)
Samuelson:	133p (+18p)
Reed Int:	425p (+18p)
Dynal Packaging:	340p (+15p)
TP Top Drug:	178p (+22p)
Shion:	331p (+31p)
W. Carrington:	219p (+10p)
Burnham:	481p (+13p)
Dunlop & Newman:	482p (+145p)
Exel:	517p (+14p)

FALLS:	
Hellier:	910p (-55p)
Tenneco:	514p (-18p)
Costain:	501p (-35p)

INTEREST RATES

London Bank Base: 9 1/2%
3-month interbank 9 1/2%-9 3/4%
3-month eligible bills 9 1/2%-9 3/4%
buying rate
US Prime Rate 7 1/4%
Federal Funds 6 1/4%
3-month Treasury 5.52-5.50%
30-year bonds 10-10 1/2%

CURRENCIES

London:	New York:
£: \$1.6570	\$: £0.6035
£: DM2.9743	DM: £0.3362
£: Sfr2.4399	Sfr: £0.4100
£: FF9.1930	FF: £0.1081
£: Yen22.78	Yen: £0.0440
£: Index: 73.0	Index: 100.0
ECU 10.93829	SDR 16.78829

GOLD

London Fixing:
AU \$481.75 pm \$449.00
close \$451.50-\$452.00 (\$272.50-273.00)
New York:
Comex \$449.70-\$450.30

NORTH SEA OIL

Brant (June) pm \$17.95 bid (\$18.05)	
1" diameter latest trading price	
Bea Summer 26	Traded Oils 29
Stock Market 26	Money Markets 30
Wall Street 26	Foreign Exch 30
Temps 26	Unit Trusts 32
C. News 26	Commodities 32
Comet 26	15m Prices 32
City Diary 27	Share Prices 33

£570m offer for Norcross rejected

Williams bid fails by 2%

The hotly contested £570 million takeover bid by Williams Holdings for the Norcross building products group failed last night after a desperately close finish.

Williams, the fast-growing conglomerate headed by Mr Nigel Rudd and Mr Brian McGowan, accountants, conceded defeat after inching to within a whisker of the crucial 50 per cent level.

Despite winning support from the vast majority of the City institutions, it is understood that Williams failed to win the hearts of a crucial handful of the larger shareholders.

The final count showed Williams had a little more than 48 per cent acceptance—although a slight hiccup delayed publication of the figures.

But there was celebration in the Norcross camp. Mr Terry Simpson, chief executive, said: "It came down to which management team the institutions felt should be in control at this company and I am delighted to say they decided to let us carry on and do the job."

The outcome of the bid is bound to bang another nail in the coffin of contested takeover bids in the City, following closely on the failure of BTR to acquire Pilkington, the glass maker.

Last night, one analyst observed: "I think you can wave goodbye to contested bids for

a while. If companies want to get involved, I think they will have to look elsewhere. I don't think the City is in the right frame of mind to accept anyone at the present time. It looks as if the incumbent management has been given a new lease of life."

Mr Nigel Rudd, who helped turn Williams from a stricken Welsh engineering company valued at £800,000 five years ago into a £400 million industrial conglomerate, said the outcome of the battle had been "unbelievable".

He said: "We came so close after putting up what we considered a very good fight. But in the end there was a mood against aggressive takeover bids, no matter what the performance of the company, and some institutions decided to go with the existing management."



Terry Simpson of Norcross: delighted at the outcome

He said he felt that the turning point in the battle had occurred when there was a wave of sympathy for the Norcross management from people in the City who felt "they had got their act together".

Mr Nigel Utley, an analyst at the broker Alexander, Laing & Cruickshank, who had earlier predicted a victory for Norcross, said: "I think Norcross got away because people decided to give the management the benefit of the doubt and let them carry on with their plans. They also produced a forecast that seemed credible."

"Most people felt they could make the money but just wondered if the present management was capable of doing it. The tide appears to have turned against contested bids."

Williams had gone into the closing day claiming just under 26 per cent of Norcross which had bolstered its defences towards the close of the battle by forecasting profits for the year just ended of £53 million and a total of £62 million for this year.

On the stock market, Norcross shares fell sharply, from 429p to 382p — 58p below the value of the Williams share offer.



Stocking filler: Sock Shop's Sophie Mirman with the goods that have made the market

Sock Shop comes in at £27.5m

By Alexandra Jackson

Ms Sophie Mirman who started her working life as a junior secretary at Marks and Spencer, is launching Sock Shop, the company she built with her husband, Mr Richard Ross, on the Unlisted Securities Market.

Capel-Cure Myers, the stockbrokers are offering 3.93 million shares at 125p in this fast growing retailer of socks and stockings. At the issue price, the company is worth £27.5 million.

Ms Mirman left Marks and Spencer to join The Rack, another specialist retailer where she met her husband. They opened their first Sock Shop in 1983 in Knightsbridge Underground station and now have 43 outlets.

Tempos, page 26

Baldrige predicts end of sanctions

From a Correspondent, Manila

Mr Malcolm Baldrige, the US Commerce Secretary, predicted yesterday that Washington will agree to lift recently-imposed trade sanctions against Japan during the visit of the Japanese Premier, Mr Yasuhiro Nakasone, who arrived late last night.

"I think he genuinely wants Japan to take the kind of leadership role in free trade and fair trade," Mr Baldrige said during a 24-hour stopover in Manila at the end of a six-day regional visit which included talks in South Korea, China, and Hong Kong.

The dispute, described as the worst trade crisis between the two countries since the Second World War, worsened last week when President Reagan imposed punitive tariffs on imported Japanese electrical goods, complaining that Japan was violating a bilateral trade agreement by exporting cut price semiconductor chips.

Mr Baldrige said he believed that Mr Nakasone's hands were tied by Japan's introverted business practice of consensus decision-making and its reliance on exports.

"In view of Mr Nakasone's visit, I think he and President Reagan will emphasize the overall alliance that Japan and the United States has," he said. "That's so important. We don't want it lost over some trade friction."

Japan must expand domestic consumption and open its markets to other trading partners, Mr Baldrige added.

Morgan support rumours in City

By Richard Thomson
Banking Correspondent

There was speculation in the City yesterday that the Bank of England had mounted an operation to support the shares of Morgan Grenfell, the merchant banking group, when it was hit by the Guinness scandal early this year.

The revelation that a nominee company of the central bank, Bank of England Nominees, held nearly 5 per cent of Morgan caused only mild surprise. Many analysts believed it explained the strength of Morgan's share price in January, February and part of March, a period when four senior directors had resigned as a result of the Guinness affair.

The suggestion is that the Bank may have persuaded one or more of its Nominee clients to buy Morgan shares in a behind-the-scenes move to prevent a sharp fall in Morgan shares. There is nothing illegal in such an operation. A severe drop in the price could have caused a loss of confidence in the group.

There were strong rumours at the time that the Bank was planning standby deposits for Morgan in case the group ran into trouble.

The Bank still refused yesterday to reveal the identity of the Nominee holding the beneficial ownership but many observers believed that it could be the Sultan of Brunei. The Sultan has £2.6 billion under management with Morgan Grenfell out of a total of £5 billion being managed in London.

Bank of England Nominees acts for the Royal Family as well as foreign governments.

Throughout January and most of February Morgan's share price remained at about 400p or a little higher. Some market-makers reported heavy buying in the shares during that period. Since the middle of March it has been lower, and closed yesterday at 390p.

Tesco lifts profits to £175m

By Our City Editor

Tesco, the supermarket group, yesterday checked in with profits of £175.9 million, 34 per cent higher than the previous year and marginally better than forecast. Bigger margins and a rise in volume underpinned Tesco's case for its £200 million takeover offer for its Hillards, the Yorkshire group, analysts said.

Tesco predicted profits of £166 million, excluding profits from property disposals during the early stages of its Hillards offer. The estimate was beaten by £9.9 million after taking account of £9.4 million of property sales.

Operating profits rose by 42 per cent, producing a net margin gain from 3.9 per cent to 5 per cent on sales 7.1 per cent higher at £3,593 million, excluding VAT. Adjusting for disposals of Victor Value and Tesco Ireland, the sales increase was 11.4 per cent. This represented a gain of 9 per cent in sales volume. Fully diluted earnings per share, including property sales, were 35.4 per cent higher at 26.12p.

Eleven stores were opened in the financial year and 39 closed. Mr Iain MacLaurin, Tesco chairman, said 14 would be opened this year.

Reflecting the 42 per cent rise in post-tax profits, the board is proposing a final dividend of 4.75p, making a total for the year of 7.3p.

Insurers oppose dilution of shares

Britain's leading insurance companies are to take a tougher line on share issues which dilute the holdings of existing shareholders. They now plan to oppose any proposals which give companies the right to issue more than 2.5 per cent of issued capital without offering first refusal to current holders.

Until recently, insurance companies and other substantial investors have been going along with plans to issue up to 5 per cent of share capital in this way. But they dug in their heels recently over plans by Fisons to issue shares to overseas investors and the exercise was scrapped.

The tougher guidelines immediately attracted criticism from leading banks and corporate finance houses. It is likely that they will pursue the matter with the Government and the Bank of England.

The issue of shareholders' pre-emption rights has been simmering since the Stock Exchange announced a relaxation of its rules last year. The investment committee of the Association of British Insurers, a body which represents 400 members with more than £1,000 million of funds invested in British shares has been keeping a watching brief and yesterday produced new guidelines.

The ABI committee said that in recent months a number of companies had issued shares, especially to overseas investors, on terms which existing holders would have been prepared to accept themselves.

It was difficult to see what benefit accrued to shareholders willing to meet the company's needs from their own resources.

The ABI guidelines stress a strong preference for the conventional rights issue.

Young calls for management crusade

By Edward Townsend, Industrial Correspondent

Lord Young, the Secretary of State for Employment, yesterday called for 100 leading British companies to launch a crusade to improve the standard of the country's managers.

He promised more Government funds through his department and the Department of Education for management training.

At the same time Lord Young criticized many companies and public sector employers for stifling their workers' inborn sense of enterprise. Some people showed more skill in manipulating numbers at the

betting shop than most employers encouraged them to show at work.

Speaking at the 25th anniversary of the National Economic Development Council, Lord Young said he was challenging the chief executives of 100 companies, "and then 100 more," to sign a pledge to recognize that professionalism and enterprise of their managers at all levels was a key to their business success.

His call follows the publication of a key report by Professor Charles Handy, a

visiting professor at the London Business School, who proposed the establishment of a Development Charter, a code of best practice for management training.

Yesterday the Confederation of British Industry said that a number of leading companies, including British Airways, Xerox, GKN and Sainsbury had committed themselves to supporting the initiative.

Lord Young said: "The plain truth is that our pool of skilled and enterprising people

is just too small. Everyone is fishing in that same pool but the pool is not well stocked."

Lord Young announced four new Government-backed measures to improve management education. The Manpower Services Commission would be staging 10 workshops in June and July for chief executives on how to develop human resources.

The lead, he said, must come from the top. "Unless the boardroom top managers and the whole management cadre are truly professional, enterprise will never flourish."

'Marketing is just like a stall in Petticoat Lane'

Sugar's recipe for sweet success

By Derek Harris, Industrial Editor

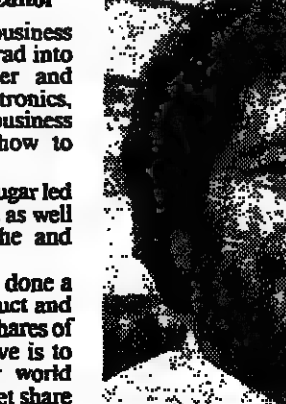
Mr Alan Sugar, who started in business selling aerials and built up Amstrad into the most aggressive price-cutter and clone-maker in consumer electronics, went to The City University's business school last night to describe how to succeed as a world entrepreneur.

The wisdom according to Mr Sugar led to a series of business aphorisms as well as some insights on the way he and Amstrad work.

"In the British market we have done a great job with a formula of product and marketing and achieved market shares of up to 70 per cent. The next move is to plant our philosophy in other world markets. If we got the same market share... in all the countries of the world, we would be larger than General Motors."

In our company we attract people who either catch on quickly or they last two minutes. When they catch on, they understand the entrepreneurial flair of the company and see their colleagues using innovative ways... not conforming but by cutting corners, taking a few risks, assuming the rest of the team will accept what they are up to.

A successful entrepreneurial company starts with one entrepreneur who attracts others who become specialists, developing their own talents and approaches. Amstrad culture is all about realism, swift thinking and decision making without committees. Rise or fall by your own decision or get out.



Don't get complacent: Alan Sugar

When the custom chip comes off the production lines it will be used in the mass production of the product for which it was designed. Our way is to assume a component is going to work and cut out delay. There is a contingency plan if it does not. If it works, we are months ahead. If not, we are in the same boat as the conventionalists.

We made the accountants take risks. If we stuck to the convention of the strict rule of credit control, we would only have half the turnover that we have now. It means looking at people's supply and not just their balance sheets.

At Amstrad we strive for the combination of simplicity and speed with a

determination to be highly profitable. There is a danger that exists in my company that, as we grow, we need to put in place more layers of management, control systems, additional departments and a lot of other paraphernalia which are considered necessary in a big corporation. But the whole machine can lose its speed and direction.

One of the things I have learned from the Japanese is to pay attention to detail. I was asked by one of my salesmen what colour I wanted. When I replied "white," I was shown 25 shades of it.

I have had a bellyfull of Americans who flit from job to job and exist in large empires as statisticians... There are, of course, some exceptions, but on balance they don't hold a candle to the Japanese. If you have a winner product, thrash it to death. Don't get complacent. Knock the living daylight out of the thing.

The Amstrad approach to marketing is simple. In a way, marketing is just like a stall in Petticoat Lane. We also work on pile 'em high and sell 'em cheap. Advertising spending is calculated by the amount you can afford from the quantity you plan to sell. It is a great way to control the marketing people and lock them into results.

There are those, I suppose like me, who never expect anything for nothing and only know how to put one's head down and get on with the job. Buying other companies in a business in which you have no experience is dangerous and is sometimes a panic measure for expansion, usually brought about by the City asking for more."

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£0.00 remortgaging, here's a quick round up of the facts. £0.00

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It's the cheapest way to borrow from £20,000. And it's up to you how you spend the money.

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And we'll be pleased to give you the complete low down.

John Charcol
INDEPENDENT MORTGAGE BROKERS
Mercury House, 195 Knightsbridge, London SW7 1RE.

Full written details available on request.

Ray Heath

FREQUENCIES: Radio 1: 105.3kHz/285m; Radio 2: 89.3kHz/433m; 90.9kHz/330m; Radio 3: 121.5kHz/247m VHF 80.0. 92.5; Radio 4: 200kHz/1500m; VHF 92.05; LBC: 152kHz/261m; VHF 97.0

TEMPUS

Sweetener for Tate & Lyle

Sock Shop

Sock Shop must be one of the nichiest niche retailers around. And as if to stress its potential for growth, the shares are being offered on a seemingly demanding p/e of 24.2.

But the record is impressive. Sock Shop has grown from an average of two outlets in 1983/84, making £21,500 pretax each, to 22 outlets in 1985/86, each making £35,000 pretax.

About 20 openings a year are planned. They become profitable almost immediately. There are 43 shops now, and Britain alone has the potential for more than 150 outlets. Despite appearances to the contrary, Sock Shop sees itself as selling a necessity rather than a fashion item, but design and quality control remain cru-

The business is seasonal. In the six months to the end of March, the group made £1.3 million pretax, but is fore-

Nearer term, the outlook is less exciting. Analysts are looking for about £90 million pretax for the full year to September 1987. The prospective multiple of 10 is 30 per cent below the market. There is little allowance in the price for sucralose's prospects or for a more favourable treatment of the cane-refining margin.

Costain's s

profits — they grew by under 1 per cent. But this performance will not comfort those

Admittedly, adverse currency movements knocked £4 million off profits, and problems at the 50 per cent-owned Baux mine in the US

owned Pyro mine in the US depressed profits by a further £3 million.

GOOD NEWS FOR 3½ MILLION FAMILIES

"The Society's premium income from motor insurance increased from £75.4 million in 1985 to £108.8 million in 1986, a rise of +42 per cent. Our premium rates have remained highly competitive in 1986 and the number of vehicles insured increased during the year by 130,000. The number of motor car policyholders choosing to pay an additional premium in order to have their no claim discount protected increased from 250,000 to 315,000.

SUKS: The group has purchased certain assets used in an amusement machine-hire business operated jointly by two companies, Cadmans Automotive Equipment and Draper

Dow makes early surge

New York (Agencies) — Shares, which had gained ground at the opening, fell slightly in early trading. They declined after bonds, which had showed strength early in the morning, slipped as dealers decided to reduce inventories before the Treasury's refunding announcement at the afternoon.

I am pleased to announce further improvements in our bonuses. In both the Ordinary and Industrial sections, rates of reversionary bonus have been maintained and rates of terminal bonus have been increased. For pension annuities the rates of reversionary bonus and vesting bonus have been maintained whilst the rates of terminal bonus have been increased. The amount of surplus applied to provide these bonuses is £196.7

"Investment income, at £257 million, went up by 11 per cent. At the end of 1986 the total market value of the investments held on behalf of our policyholders was in excess of £4,900 million.

LIFE ASSURANCE AND PENSIONS

"The annual premium income on new policies in 1986, at £64.6 million, represented an increase of 11 per cent over that in 1985. The total life premium income in 1986 was £352.6 million.

"The annual premium income on new policies in 1986, at £64.6 million, represented an increase of 11 per cent over that in 1985. The total life premium income in 1986 was £352.6 million.

The CIS is one of the country's leading life, home and motor insurers, helping to protect 34 million families (1 family in 6) in the UK.

The CIS, one of the country's most successful consumer co-operative societies, devotes all its profits to its policyholders.

Over 6,000 CIS representatives give a much appreciated personal service to families in their homes, advising on insurance needs, collecting premiums and helping when a claim is made.

The CIS has a high level of operational efficiency; its expense ratios are amongst the lowest in the insurance industry.

CIS
INSURANCE
Co-operative Insurance Society Ltd.
Miller Street, Manchester M60 0AL

[illegible][illegible][illegible]

COMMENT Kenneth Fleet

Are gilts on the way to a 1920s-style revival?

VAT RATES IN THE EEC

^a Portugal obliged to apply common VAT system from January 1, 1993.
Lower rates apply in Azores and Madeira.
Source: "VAT in Europe" — International Bureau of Fiscal Documentation

In the rest of Europe most countries tax it but at a lower rate than the standard. As with any tax changes the effect on individuals — and their acceptability — depends much on what other changes are made to the tax and benefit system at the same time.

The more you tax spending and the less you tax income the less you tax saving since saving is the difference be-

Mr Barclay said: "Norani will add a new and exciting dimension to Spang's creative services division." He believes this division will constitute "a significant force."

Ray Heath

“ The Monopolies and Mergers Commission Report [on the proposed acquisition of S&W Berisford] contained ‘exceptional’ recommendations that were most favourable to the company..... Government action is now awaited to provide the ‘specific and robust’ assurances recommended in the Report. ■■

	1987 26 weeks to 28th March	1986 26 weeks to 29th March
Pre-tax profits	\$40.2m	\$36.1m
Interim dividend per £1 ordinary share	9.0p	8.0p
Earnings per £1 ordinary share	30.5p	25.7p

The above figures do not constitute full financial statements. Copies of the interim Report for the 26 weeks to 28th March 1987 are being mailed to shareholders.

Further copies may be obtained from:
CP McFie, Secretary, Tate & Lyle PLC, Sugar Quay,
Lower Thames Street, London EC3R 8DQ.

+TYPE

Ray Heath

Midland Bank plc, 27 Poultry, London EC2P 2BY

Training for Tomorrow 2.30 Great Balls of Fire 3.00
3.00 News 3.09 News About Britain 3.15
The World Today (until 3.30) 4.45
Reflections 5.00

works by Berio (Quattro canzoni popolari), Dutilleul
11.57 News 12.00 Closedown.

on board the Queen Mary June 1945 as the liner approaches New York on

Up your Mind (s) 5.50-5.55 PM
(continued) 11.30 Open University
11.30 The Magnificent

APPLICATION FOR SHARES

GENERAL

If you wish to apply for Shares, you must complete and return an application form in accordance with the accompanying instructions. A Public Application Form for use by members of the public is set out in this document. Special arrangements have been made, and forms provided, for applications by eligible employees and pensioners of Rolls-Royce and its UK subsidiaries. These include an entitlement to make applications under Priority and Discount Offers. Those making such an application may not also use Public Application Forms to apply for Shares for their benefit.

ONLY ONE APPLICATION ON A PUBLIC APPLICATION FORM MAY BE MADE FOR THE BENEFIT OF ANY PERSON. Multiple applications or those appearing to be, or suspected of being, multiple applications are liable to be rejected at the discretion of the Secretary of State for Trade and Industry ("Secretary of State"). Criminal proceedings may be instituted against anyone knowingly making or authorising a multiple application. Under the terms and conditions of application below, applicants can be required to provide details of any persons for whose benefit they have applied.

Photocopies of application forms will not be accepted in any circumstances. Your attention is drawn to paragraph 20(a) in the terms and conditions of application below, which excludes liability for information not in the Prospectus.

NATIONALITY DECLARATION

The Articles of Association of the Company restrict the number of Foreign-held Shares (as defined in the Public Application Form at any one time to 15 per cent. of the issued shares ordinarily, or currently, entitled to vote at general meetings of the Company. If at any time the 15 per cent. limit is exceeded, the Articles require a disposal of the excess.

The Articles of Association also contain restrictions, until 1st January 1989, on the interest (as defined in the Prospectus) of any person in shares of the Company which normally carry voting rights, including the Shares now being offered. Where a person has, or appears to the Directors or is deemed to have, an interest in 15 per cent. or more of such shares, the Articles require a disposal to be made so as to reduce the interest of such person below 15 per cent. The expression "interest" is widely defined.

If the shares for which you are applying will be Foreign-held Shares or if you will be interested to a material number of Shares, you are advised to read the detailed information in the Prospectus before completing and returning an application form.

APPLICATIONS FROM OUTSIDE THE UK

No person receiving a copy of this document in any territory other than the UK, the Channel Islands or the Isle of Man may treat the same as constituting an invitation or offer to him, nor should he in any event use the Public Application Form contained herein, unless in the relevant territory such an invitation and offer could lawfully be made to him without compliance with any unfilled registration and other legal requirements. It is the responsibility of any person outside the UK, the Channel Islands and the Isle of Man, receiving a copy of this document and wishing to make an application hereunder, to satisfy himself as to full observance of the laws of the relevant territory in connection therewith, including the obtaining of any governmental or other consents and compliance with other necessary formalities and to pay any transfer or other taxes required to be paid in such territory in respect of the Shares acquired by him under the Offer.

US PERSONS

The Shares have not been and will not be registered under the US Securities Act of 1933, as amended, and subject to exceptions for eligible employees of Rolls-Royce or its UK subsidiaries on short term secondment in the US and for certain disposals by parties to the underwriting arrangements for the Offer may not be offered, sold, resold or transferred, directly or indirectly, in the US or to or for the benefit of any US person or to any person purchasing the Shares for resale, resale, resumption or transfer in the US or to or for the benefit of any US person, in each case, as part of the distribution of the Shares. "US" means the United States of America, its territories, its possessions and all areas subject to its jurisdiction. "US person" means any citizen or resident of the US, any corporation, partnership or other entity created or organized in or under the laws of the US and any estate or trust the income of which is subject to US Federal income taxation regardless of its source. Resources: submitting, renounceable letters of allocation for registration will be deemed to declare (i) that they are not US persons and the Shares to be registered are not held by them for the benefit of a US person or with a view to their resale or transfer in the US or to a US person or (ii) if the foregoing declaration cannot be given that such Shares have not been acquired by them or for their benefit during the period of 90 days from the date that dealings in the Shares commenced on The Stock Exchange.

DEPOSITORY RECEIPTS AND CLEARANCE SERVICES

Persons connected with depository receipts or clearance services, as described in paragraph 20(b) in the terms and conditions of application below, may not apply for Shares under the Offer. In addition, such persons may not apply for registration of renounceable letters of allocation in their names. They may, however, be registered as holders of Shares once the Shares are in registered form.

ALLOCATIONS

The basis of allocation of the Shares is expected to be announced by Monday 11th May 1987. If you are successful, in whole or in part, you will be sent a renounceable letter of allocation for the Shares allocated to you. If there is heavy demand for the Shares, you may receive fewer Shares than you apply for or none at all. If your application is not accepted, all monies paid on application will be returned (without interest). If your application is accepted in part, you will receive (without interest) a refund cheque for the balance of the money paid on application. The right is reserved to reject, or scale down, any application. In particular, but without limitation:

- any application which (alone or when taken in conjunction with any other application made by or on behalf of the same applicant, or by or on behalf of a person whom the Secretary of State believes (a) is associated with that applicant or (b) would, if that applicant held any Shares, be or be taken to be interested in such Shares for the purpose of the Articles of Association of the Company dealing with restrictions on interest in shares) is for more than 80,147,058 Shares (10 per cent. of the issued and to be issued ordinary share capital of the Company) will be rejected or scaled down to the extent that it exceeds that number;
- the Secretary of State reserves the right to reject or scale down applications for Shares by or on behalf of Foreigners, Foreign Corporations or Corporations under Foreign Control (the definitions of which are given on the Public Application Form) if it appears that, were such applications to be accepted and the applicants registered as the holders of the Shares allocated to them, the proportion of Foreign-held Shares in the Company, as defined in its Articles of Association, would exceed 15 per cent.

PAYMENT

The right is reserved to present for payment all remittances upon receipt but this will be avoided so far as practicable in respect of applications for which it is not expected to make an allocation unless they are, or appear to be, or are suspected of being, multiple applications. All cheques must be honoured on first presentation.

By completing and delivering a Public Application Form, you agree to pay the second (and final) instalment on the Shares allocated to you by 3.00 p.m. on 23rd September 1987 and, in the case of payment of £10,000 or more, for value by such time. Failure to pay that instalment may result in the allocation of the relevant Shares being cancelled. You will be sent a reminder about the second instalment before it becomes due. If you dispose of Shares prior to payment of the second instalment, and a subsequent holder fails to meet this commitment, you will be liable to pay the second instalment. Upon payment of that instalment you will, under the terms of the Offer, be entitled to become the registered holder of the Shares (although you may, in certain circumstances, be required to transfer Shares out of your name against reimbursement of the second instalment).

You may, if you wish, pay the second instalment on your Shares before the final payment date of 23rd September 1987. You will only be entitled to exercise votes in respect of your Shares when these have been registered following payment of the second instalment. Registration of Foreign-held Shares is, under the Articles of Association, subject to a limit of 15 per cent. on the total number of such Shares.

UK STAMP DUTY AND STAMP DUTY RESERVE TAX

Arrangements have been made for any UK stamp duty or stamp duty reserve tax ("SDRT") in respect of the issue of letters of allocation to initial applicants and the transfer of Shares by the Secretary of State to initial applicants or renouncees, where payable at the rate of 50 pence per £100 for part to be borne by the Secretary of State, who will make the appropriate SDRT notifications. This rate applies save in the special cases referred to below.

An agreement by an applicant or a renouncee to sell letters of allocation or Shares will give rise to a charge to SDRT or UK stamp duty (currently at 50 pence per £100 (or part) of the price payable under the sale, save as referred to below). The SDRT is the liability of the purchaser, and stamp duty is also usually paid by him. Where the purchase is effected through a member of The Stock Exchange or a qualified dealer, The Stock Exchange member or qualified dealer concerned will generally collect the SDRT or stamp duty.

Special rules apply to members of The Stock Exchange and to persons connected with depository receipt arrangements and clearance services. The Inland Revenue has stated that agreements to transfer Shares or letters of allocation to charities will not give rise to UK stamp duty or SDRT.

AVAILABILITY OF THE PROSPECTUS

Copies of this document and of the Prospectus may be obtained, until the Offer closes, from all UK branches of National Westminster Bank PLC, all Scottish branches of The Royal Bank of Scotland plc, all branches of Ulster Bank Limited in Northern Ireland and certain main branches of Barclays Bank PLC and Midland Bank plc; the underwriters to the Offer; and the brokers to the Offer and to the Company and the regional coordinators all of whose names are set out in the Prospectus.

Arrangements have been made for the Prospectus to be published in the Financial Times and the Daily Telegraph on Thursday, 30th April 1987.

Copies of this document and of the Prospectus may also be obtained from the registered office of the Company until 21st May 1987.



ROLLS-ROYCE plc

OFFER FOR SALE

by

SAMUEL MONTAGU & CO. LIMITED

on behalf of

THE SECRETARY OF STATE FOR

TRADE AND INDUSTRY

of up to 801,470,588

Ordinary Shares

of 20p each at 170p per Share

of which 85p is payable on application

and 85p on 23rd September 1987

The information contained in this document has been drawn from, and is to be read together with, that contained in the prospectus dated 28th April 1987 (the "Prospectus") which comprises listing particulars relating to Rolls-Royce plc (the "Company" or "Rolls-Royce"). In applying for Ordinary Shares of 20p each in the Company ("Shares"), you will be treated as applying on the basis of both this document and the Prospectus, which together govern your rights and obligations. The Prospectus alone contains full details of the history and business of Rolls-Royce and of the Offer. You are therefore advised to read the Prospectus before completing and returning an application form.

The Council of The Stock Exchange has authorised the issue of this document under section 164(1)(b) of the Financial Services Act 1986, which enables it to do so without approving the contents thereof.

If you need advice, you should consult your bank manager, stockbroker, solicitor, accountant or other professional adviser.

TIMETABLE

It is expected that renounceable letters of allocation will be sent to applicants allocated Shares under the Offer on Monday 18th May 1987 and that dealings in the renounceable letters of allocation will start at 9.00 a.m. on Tuesday 19th May 1987. Dealing instructions will be set out in the renounceable letters of allocation; applicants who deal before receipt of a letter of allocation and commencement of dealings on The Stock Exchange will do so at their own risk.

The expected timetable is as follows:

Letters of allocation posted	Monday 18th May 1987
Dealings commence on The Stock Exchange	9.00 a.m. on Tuesday 19th May 1987
Latest time for splitting of letters of allocation	3.00 p.m. on 21st September 1987
Latest time for payment of second (and final) instalment	3.00 p.m. on 23rd September 1987
Latest time for registration of renunciation of letters of allocation	3.00 p.m. on 23rd September 1987
Commence despatch of definitive Share certificates	6th November 1987

TERMS AND CONDITIONS OF APPLICATION

1. Acceptance of applications will be conditional on (i) the admission of the whole of the ordinary share capital of the Company, issued and to be issued, to the Official List of The Stock Exchange becoming effective by not later than 28th May 1987; and (ii) the provisions relating to termination of the Underwriting Agreement referred to in paragraph 8 of "Additional Information" in Part VII of the document dated 28th April 1987, comprising listing particulars for Rolls-Royce plc (the "Prospectus"), not being implemented. Application monies will be returned (without interest) if these conditions are not satisfied and, in the meantime, if presented for payment will be kept by the receiving banks appointed in respect of the Offer ("receiving banks") in separate accounts. The right is reserved for the Secretary of State and his agents to present for payment and otherwise process all remittances at any time after receipt thereof. The right is also reserved to treat as valid any application not completed in all respects in accordance with the instructions accompanying the relevant application form. Words and expressions defined in the Prospectus have the same meanings in these terms and conditions and in the application forms, including the Public Application Form, unless the context otherwise requires.

2. By completing and delivering an application form, you:

- offer to purchase from the Secretary of State the number of Shares specified on your application form (or such smaller number for which the application is accepted) and agree that you will accept such Shares as may be allocated to you on the terms of, and subject to the conditions set out in, the Prospectus and subject to the Memorandum and Articles of Association of the Company;
- agree, as a collateral contract between you and the Secretary of State which will become binding on posting to, or in the case of delivery in any other manner receipt by, a receiving bank of your application and in consideration of the Secretary of State agreeing that he will not, prior to 11th May 1987, offer any of the Shares to any person other than by means of one of the procedures referred to in the Prospectus, that (i) your application cannot be revoked prior to 31st May 1987 and (ii) if you are requested to do so at any time in writing by or on behalf of the Secretary of State or the Company, you will disclose in writing within 21 days of the date of such request, to the person making it, the name(s) and address(es) of any person(s) for whose benefit your application was made or who would, if all the Shares for which your application is accepted had been subscribed, be, to your knowledge, at any time or for any periods prior to such request interested in such Shares for the purposes of section 212 of the Companies Act 1985;

(c) warrant that your remittance will be honoured on first presentation and agree that any letter of allocation and any money returnable may be held pending clearance of your payment;

(d) agree:

- that time shall be of the essence of the contract constituted by acceptance of your application and that such contract will constitute a separate contract for the purchase of each of the Shares in respect of which your application is accepted and that these terms and conditions shall be construed accordingly;
- to pay or procure to be paid by not later than 3.00 p.m. on 23rd September 1987 the second instalment of 85p per Share payable in respect of those Shares for which your application is accepted and that payment of a sum of £10,000 or more will be for value by such time;
- that failure to make such payment by such time (including, in the case of payment of a sum of £10,000 or more, for value by such time) will render the previous payment liable to forfeiture and will constitute a fundamental breach and repudiation of the contract constituted by acceptance of your application, which the Secretary of State will be entitled to accept as bringing the contract to an end and which will render you liable to pay by way of damages full compensation for all loss and damage (including any consequential loss and wasted expenditure) suffered as a result of the breach; and
- that each sale of Shares is conditional on the due prior payment of the second instalment and that neither you nor any renouncee(s) will have any right to vote, or to direct the manner in which the rights attaching to the Shares may be exercised, until such payment is made and until the Shares are registered in the Company's register of members in your name or that of a renouncee;

(e) warrant that:

- if this application is made for your benefit, not more than one "Public Application" (being an application for Shares other than an application by an employee under the terms of the Free and Matching Offers referred to in paragraph 6 of Part VII of the Prospectus or any application by a Priority Applicant under the arrangements described in paragraph 8 of Part VII of the Prospectus) is being made for your benefit by you or, so far as you are aware, by any other person;
- if the application is made by you for the benefit of another person, not more than one Public Application is, so far as you are aware, being made for the benefit of that person; and

(iii) if you sign the application form for someone else, you have due authority to do so;

(f) agree that, in respect of those Shares for which your application has been received and processed and is not rejected, acceptance of your application shall be constituted, at the election of the Secretary of State, either (i) by notification to The Stock Exchange of the basis of allocation (in which case such acceptance shall be on that basis) or (ii) by notification of acceptance thereof to a receiving bank;

(g) authorise a receiving bank to send a letter of allocation for the number of Shares for which your application is accepted, and/or a cheque for any money returnable, by post at your risk to the address of the person named in Box 4 of the application form and to procure that such name (and the name(s) of any other joint applicant(s)) is placed on the register of members of the Company in respect of such Shares the entitlement to which has not been effectively renounced;

(h) warrant that you are not, and are not applying as a nominee or agent for, a person who is or may be liable to pay stamp duty, or to notify and account for SDRT, at any of the increased rates referred to, in the case of stamp duty, in section 67 (depository receipts) or section 70 (clearance services) or, in the case of SDRT, section 93 (depository receipts) or section 96 (clearance services) of the Finance Act 1986;

(i) declare that you are not a US person and are not applying for the benefit of, or with a view to resale to, any such person and that if you are a dealer in securities you will advise any purchasers of Shares from you of the restrictions on resales in the US or to US persons set forth in Part VIII of the Prospectus and will further advise any dealer in securities purchasing Shares from you that such dealer must similarly advise any purchasers from such dealer of such restrictions;

(j) agree that, if you delete or amend the declaration in Box 3 of the application form, you thereby declare that, if your application is successful and Shares for which it is accepted are registered in your name, those Shares will be "Foreign-held Shares", as referred to on the application form;

(k) confirm that, in making your application, you are not relying on any information or representation other than information and representations contained in the Prospectus and, accordingly, you agree that none of the Secretary of State, the Company, the Directors, the advisers of any of them or any other person acting on behalf of any of them, in relation to the Prospectus or any part thereof, shall have any liability for any information or representations other than those contained in the Prospectus; and

(l) agree that such application form is addressed to Samuel Montagu & Co. Limited on behalf of the Secretary of State and to the Company and that the benefit of (i) above shall extend to the persons referred to therein.

3. If this application is made on behalf of another person by their attorney, that other person shall be bound by these terms and conditions.

4. All applications, acceptances of applications and contracts resulting therefrom under the Offer shall be governed by and construed in accordance with the laws of England.

NOTES ON HOW TO COMPLETE THE PUBLIC APPLICATION FORM

1 Put in Box 1 (in figures) the number of Shares for which you are applying. You may only apply for one of the numbers of Shares indicated below. Applications for any other number of Shares will be rejected.

Number of Shares you are applying for	Amount you pay now at 85p per Share	Your total payment at 170p per Share
400	£340	£680
500	£425	£850
600	£510	£1,020
700	£595	£1,190
800	£680	£1,360
900	£765	£1,530
1,000	£850	£1,700
1,500	£1,275	£2,550
2,000	£1,700	£3,400
3,000	£2,550	£5,100
4,000	£3,400	£6,800
5,000	£4,250	£8,500
6,000	£5,100	£10,200
7,000	£5,950	£11,900
8,000	£6,800	£13,600
9,000	£7,650	£15,300
10,000	£8,500	£17,000

Above 10,000 Shares, applications must be in the following denominations:
applications for 10,000 to 50,000 Shares in multiples of 5,000 Shares
50,000 to 100,000 Shares in multiples of 10,000 Shares
over 100,000 Shares in multiples of 50,000 Shares

2 Put in Box 2 (in figures) the amount you pay now.
Payment is in two instalments. The amount you pay now is 85p per Share. The second instalment of 85p per Share is payable by 3.00 p.m. on 23rd September 1987.

3 Nationality declaration.
The Directors of the Company are not permitted by the Articles to register Shares unless they have a declaration from the holder(s) of those Shares as to whether or not they will be Foreign-held Shares (as defined on the Public Application Form).
If you, or any joint applicant, cannot make the declaration in Box 3, you should delete it, in which case you will thereby declare that your Shares will, on registration in your name(s), be "Foreign-held Shares". The effect of this is set out in paragraph 8(i)(viii) of Part VII of the Prospectus.

4 Put in Box 4 your full name and address in block capitals.
Applications may not be made by children aged under 18. An adult may, however, apply for the benefit of a child aged under 18. To do this, you should put your own name in Box 4 and, after your surname, write "a/c" followed by the surname and forenames in full of the child and the child's date of birth. You are not thereby precluded from making a single further application for your own benefit.
If you wish to apply jointly with other adults, follow the procedure set out in note 8.

5 WARNING
Only one Public Application may be made for the benefit of any person. Criminal proceedings may be instituted against anyone knowingly making or authorising more than one such application for the benefit of any person.

6 Sign the form in Box 6 and date it.
The application form may be signed by someone else on your behalf if he is duly authorised to do so but the power of attorney must be enclosed for inspection.
A corporation must sign under the hand of a duly authorised official, whose representative capacity must be stated.
If you apply for the benefit of a person aged under 18, you (rather than that person) must sign the form.

7 Put in Box 7, where indicated, a cheque or bankers' draft for the amount you have entered in Box 2. Your cheque or bankers' draft must be made payable to "RR Shares Offer" and crossed "Not Negotiable".
Your payment must relate solely to this application. No receipt will be issued.
Your cheque or bankers' draft must be drawn in sterling on an account at a bank branch in the UK, the Channel Islands or the Isle of Man and must bear a UK bank sort code number in the top right hand corner.

An application may be accompanied by a cheque or bankers' draft drawn by someone other than the applicant(s), but any monies returned will be sent by cheque crossed "Not Negotiable-A/C payee only" in favour of the first named applicant.

8 Joint applications.
You may apply jointly with up to three other people, provided none of them is aged under 18 and provided that no other Public Application is being made for your benefit or for the benefit of any of the other joint applicants. Each such person should complete and sign Box 8.
Powers of attorney must be enclosed in favour of anyone signing on behalf of any joint applicant(s).

You must return your completed application form, together with your cheque or bankers' draft for the amount payable on application, so as to arrive by 10.00 a.m. on Thursday 7th May 1987. Please see the instructions for the return of your completed application form at the end of this document.

Restoration of normal profitable trading in all sectors of the diamond industry

Extracts from Julian Olgive Thompson's Statement for 1986

1986 saw the restoration of normal, profitable trading in all sectors of the diamond industry — a development that had a collective significance too, in that it confirmed the fundamental soundness of the diamond business and its structure, and demonstrated once more the effectiveness of De Beers' centralised selling system.

Total sales of rough diamonds by the Central Selling Organisation rose by 40 per cent to US \$2,557 million. During the year the CSO came to sell all qualities and sizes of rough diamonds, so that for the first time for many years demand for rough diamonds from the CSO was back in balance with current production available from its many sources around the world. In fact there was a reduction in our stocks caused by a small build-up in the cutting centres from an exceptionally low base and to service greater consumer demand.

Higher diamond jewellery sales

World retail sales of diamond jewellery attained yet another record and there was an encouraging increase in demand for better quality diamonds of a carat or more, especially in Japan. Sales in the United States grew by some 10 per cent and there were satisfactory increases in each of the other major markets. In part this was the expected result of the substantial fall in the dollar, the currency in which rough and polished diamonds are effectively priced. This fall complicates calculation of the increase in world sales but our estimate is 14 per cent, which by any standards is substantial. It is pleasing to note that there has been no undue increase in the utilisation of bank finance in the cutting centres, the higher turnover being largely financed with the industry's own funds.

There is a mood of confidence in the cutting centres and in the retail trade which augurs well for 1987, given no unforeseen developments, the anticipated growth in the world economy, and continued co-operation by producers. Demand at the first three sights has remained buoyant, though the movement of this off-take of rough diamonds through the pipeline into retail sales will have to be carefully assessed.

Group results for the year were good, notwithstanding the higher rand/dollar exchange rate at the year end.

Expressed in dollars at the year-end exchange rates, earnings before retained profits rose by 38 per cent to \$349 million or \$0.97 a share and, including retained profits, by 31 per cent to \$527 million or \$1.46 a share.

Record dividend

Total dividends on the deferred shares were increased by 45 per cent to a record 80 cents a share. The dividend was 2.6 times covered by earnings, compared with 3.3 times the previous year.

Group diamond stocks, at \$1,847 million were \$51 million lower than the previous year. Our stockpile is soundly and adequately financed and we remain entirely willing to carry large stocks to ensure — in the interests of the whole industry — that unsound trading and speculation does not arise again as it did in the late seventies.

Our Industrial Division had another satisfactory year with total sales reaching a new high and profits in dollar terms marginally ahead of 1985. Sales of natural diamond were again disappointing, owing to a further decline in oil and base-metal exploration. Synthetic grit sales increased in all major categories and more than compensated for the fall in natural diamond products.

The Diamond Research Laboratory continues to be active in its major lines of research: the investigation and development of products which will permit natural and synthetic diamond and diamond-related materials to enter new fields of application, and the steady improvement and, more especially, enlargement of high-pressure equipment for synthetic diamond production.

Production from De Beers' mines and Debswana, which De Beers holds in equal partnership with the Government of Botswana, was 3 per cent higher at 23,945,000 carats.

We have maintained the scale of our world-wide prospecting programme. The latest viability study of the Venetia pipes in the

a major expansion of the Company's home-ownership scheme. Regrettably this still has to be done within the constraints of the Group Areas Act. Our objective is that all South African employees should be free to choose between living with their families in their own or rented homes, or singly in hostels. We will need Government co-operation in the proclamation of land and the provision of the necessary community infrastructures.

In the context of mitigating the effects of an inferior educational system, it is encouraging that greater success is being achieved with the Pre-University Bursary Scheme for prospective black undergraduates, which is run jointly with Anglo American Corporation. The purpose of

was encouraged in part by rising political expectations among blacks and the attitude of excitable people in the international community and the media.

The ill-starred and simplistic approach of the Eminent Persons Group, which appeared to see South Africa's problems solely in terms of the African National Congress and the South African Government, was followed on the one hand by attacks on ANC bases in neighbouring territories and the re-imposition of the State of Emergency, and on the other by the introduction of further sanctions by the United States and the European community. In the aftermath the report of the President's Council on the Group Areas Act, which many had expected to be the next major item of reform, was shelved, and the important and innovative proposals of the widely representative Indaba for a multi-racial constitution for the KwaZulu/Natal region appear effectively to have been rejected by the Government. To my mind there is no question that it was the adoption of more punitive sanctions by Western nations that caused the Government to call a halt to reform initiatives, a decision that in turn impeded the nascent recovery in the South African economy. Proponents of sanctions, however, prefer not to see that in South Africa economic recovery and political reform are like Siamese twins: neither can flourish without the other.

Abolition of apartheid

Campaigning for the election to be held in May for the White Chamber of Parliament suggests that a larger section of the electorate than had generally been expected has swung to the view — which we have long advocated — that Government must press ahead with the abolition of the remaining vestiges of apartheid in order that negotiations without pre-conditions — other than a cessation of violence — can begin on a constitution that will enable all South Africans to participate fairly and fully in the political process, that offers equal economic opportunity to all, and has an entrenched Bill of Rights. We must hope that the election will show that this view now has such an influential measure of support among white voters that it will materially facilitate and accelerate reform.

Diamond Congress

Last July a number of my colleagues and I attended part of the 23rd World Diamond Congress of diamond bourses and manufacturers in Tel Aviv, where we were able to renew old acquaintances with many of the leading personalities and meet the younger generation in the diamond business, all of whom had played their part in bringing the industry through its most difficult period for 50 years. It was appropriate that the congress should have been held in Israel which was the first centre to be hit, and perhaps the hardest hit, by the depression, and whose ingenuity contributed so much to the subsequent recovery. Israel and the other cutting centres, as well as the producers, may be sure that all of us in De Beers and the CSO will continue to play our full part in the maintenance of prosperity in the diamond business.

The full Chairman's Statement is contained in the Annual Report of the Company for the year ended 31st December 1986 which was posted to registered Shareholders on 29th April 1987.

De Beers Consolidated Mines Limited
(Incorporated in the Republic of South Africa)

London Office
40 Holborn Viaduct, London EC1P 1AJ.



Over 40 countries are involved with the mining and polishing of diamonds throughout the world.

northern Transvaal has shown that they are not economic under current assumptions as to revenue, capital, infrastructure and working costs, and taxation capital allowance base. We have approached the authorities on those matters which they can influence. We shall do all we can to turn this important discovery to account as soon as possible.

CDM finances 33 per cent of the prospecting work by Anglo American Corporation in Namibia, which in 1984 led to the discovery of a gold deposit on the farm Navachab, north-west of Windhoek. It is hoped that the feasibility study currently in progress will prove a small mine to be viable.

Equal opportunities for employees

The Company continues to strive for equal opportunity for all its employees and to ameliorate, as far as lies within its power, the disadvantages that flow from the existence over the years of discriminatory legislation. The abolition of statutory job reservation in the mining industry, which we have urged for many years, has again been delayed by the Government. However, following the repeal of influx control, our South African mines are urgently planning

this scheme, in line with our policy of merit-based manning, is to help black graduates to qualify for management positions in the Group. We continue our substantial in-service training and educational schemes, and through The Anglo American and De Beers Chairman's Fund to finance and facilitate major education and technical training projects in southern Africa. While the Fund concentrates its resources on education, in one way or another it is involved in the betterment of virtually every aspect of South African society, and its new commitments in 1986 exceeded R53 million.

Last year I noted that the Government had announced and was in the process of implementing a number of reforms, and indeed its abolition of certain restrictions on black people constituted a significant movement toward greater racial equity which has materially eased their daily lives. These changes, however, were but part of the necessary process of paving the way for properly representative negotiations on the country's constitutional future. I had hoped that further initiatives would soon follow, but that, alas, was not to be.

Unfortunately the process of change became seriously inhibited by the growing unrest, which

De Beers

[illegible]

Portfolio Gold

From your portfolio card check your eight share price movements, on this page only. Add them up to give you your overall total and check this against the daily dividend figure. If it matches, you have won outright or a share of the total daily prize money stated. If you are a winner follow the claim procedure on the back of your card. You must always have your card available when claiming. Game rules appear on the back of your card.

No.	Company	Group	Calc or loss
1	Bryant	Building Roads	
2	Abbott Mead	Paper Print Adv	
3	Aals	Property	
4	AGB Research	Industrials A-D	
5	Bullock	Industrials A-D	
6	Brown Shipley	Bank Discount	
7	Sand Seas	Property	
8	Sale Tiley	Industrials S-Z	
9	Essex	Industrials S-Z	
10	Br Becon	Chemicals Plastics	
11	Ranston Sims	Industrials L-R	
12	DSC	Industrials A-D	
13	Nottingham Brick	Building Roads	
14	Savoy Hotels 'A'	Hotels Catering	
15	Granada (a)	Industrials E-K	
16	Ultramer	Oil Gas	
17	Joseph (Leopold)	Bank Discount	
18	Lawrence (Walter)	Building Roads	
19	Brookport Gundry	Industrials A-D	
20	Markham	Property	
21	Carroll & S	Building Roads	
22	Cater Alice	Bank Discount	
23	Windsor	Property	
24	Thomas TV	Chemicals Plastics	
25	Taylor Woodrow	Building Roads	
26	GRA	Leisure	
27	Meyer Int	Building Roads	
28	Dec (a)	Food	
29	Union	Bank Discount	
30	Gymmed	Industrials E-K	
31	Stonchill	Industrials S-Z	
32	Hawker Seddy (a)	Industrials E-K	
33	Centrovind	Property	
34	Morison (W)	Food	
35	Adrian Co	Paper Print Adv	
36	Flint Lend	Food	
37	Baker Perkins	Industrials A-D	
38	Delta	Industrials A-D	
39	Shandwick	Paper Print Adv	
40	Charm Co	Industrials A-D	
41	Falcon	Industrials E-K	
42	Legal & General (a)	Insurance	
43	Blue Circle (a)	Building Roads	
44	Equity & Law	Insurance	

Please take into account any minus signs

Weekly Dividend						
Please make a note of your daily totals for the weekly dividend of £18,000 in Saturday's newspaper.						
MON	TUE	WED	THU	FRI	SAT	TOTAL

BRITISH FUNDS

High	Low	Stock	Price	Change	%	Div	Yield
1000	995	1000	1000	0	0	0	0
1000	995	1000	1000	0	0	0	0
1000	995	1000	1000	0	0	0	0
1000	995	1000	1000	0	0	0	0
1000	995	1000	1000	0	0	0	0
1000	995	1000	1000	0	0	0	0
1000	995	1000	1000	0	0	0	0
1000	995	1000	1000	0	0	0	0
1000	995	1000	1000	0	0	0	0
1000	995	1000	1000	0	0	0	0

FIVE TO FIFTEEN YEARS							
High	Low	Stock	Price	Change	%	Div	Yield
1000	995	1000	1000	0	0	0	0
1000	995	1000	1000	0	0	0	0
1000	995	1000	1000	0	0	0	0
1000	995	1000	1000	0	0	0	0
1000	995	1000	1000	0	0	0	0
1000	995	1000	1000	0	0	0	0
1000	995	1000	1000	0	0	0	0
1000	995	1000	1000	0	0	0	0
1000	995	1000	1000	0	0	0	0

OVER FIFTEEN YEARS							
High	Low	Stock	Price	Change	%	Div	Yield
1000	995	1000	1000	0	0	0	0
1000	995	1000	1000	0	0	0	0
1000	995	1000	1000	0	0	0	0
1000	995	1000	1000	0	0	0	0
1000	995	1000	1000	0	0	0	0
1000	995	1000	1000	0	0	0	0
1000	995	1000	1000	0	0	0	0
1000	995	1000	1000	0	0	0	0
1000	995	1000	1000	0	0	0	0

UNDATED							
High	Low	Stock	Price	Change	%	Div	Yield
1000	995	1000	1000	0	0	0	0
1000	995	1000	1000	0	0	0	0
1000	995	1000	1000	0	0	0	0
1000	995	1000	1000	0	0	0	0
1000	995	1000	1000	0	0	0	0
1000	995	1000	1000	0	0	0	0
1000	995	1000	1000	0	0	0	0
1000	995	1000	1000	0	0	0	0
1000	995	1000	1000	0	0	0	0

INDEX-LINKED							
High	Low	Stock	Price	Change	%	Div	Yield
1000	995	1000	1000	0	0	0	0
1000	995	1000	1000	0	0	0	0
1000	995	1000	1000	0	0	0	0
1000	995	1000	1000	0	0	0	0
1000	995	1000	1000	0	0	0	0
1000	995	1000	1000	0	0	0	0
1000	995	1000	1000	0	0	0	0
1000	995	1000	1000	0	0	0	0
1000	995	1000	1000	0	0	0	0

BANKS DISCOUNT HP							
High	Low	Company	Price	Change	%	Div	Yield
1000	995	1000	1000	0	0	0	0
1000	995	1000	1000	0	0	0	0
1000	995	1000	1000	0	0	0	0
1000	995	1000	1000	0	0	0	0
1000	995	1000	1000	0	0	0	0
1000	995	1000	1000	0	0	0	0
1000	995	1000	1000	0	0	0	0
1000	995	1000	1000	0	0	0	0
1000	995	1000	1000	0	0	0	0

ELECTRICALS							
High	Low	Company	Price	Change	%	Div	Yield
1000	995	1000	1000	0	0	0	0
1000	995	1000	1000	0	0	0	0
1000	995	1000	1000	0	0	0	0
1000	995	1000	1000	0	0	0	0
1000	995	1000	1000	0	0	0	0
1000	995	1000	1000	0	0	0	0
1000	995	1000	1000	0	0	0	0
1000	995	1000	1000	0	0	0	0
1000	995	1000	1000	0	0	0	0

STOCK EXCHANGE PRICES

Advance continues

ACCOUNT DAYS: Dealings began Monday. Dealings end May 8. Contango day May 11. Settlement day May 18.

Forward bargains are permitted on two previous business days.

Prices are recorded at 5pm. Changes are calculated on the previous day's close and may differ from changes calculated by comparing 5pm prices, published the previous day. Where one price is quoted, it is a middle price. Changes, yields and price earnings ratios are based on middle prices. (aa) denotes Alpha Stocks, volumes are on page 26

High	Low	Company	Price	Change	%	Div	Yield
1000	995	1000	1000	0	0	0	0
1000	995	1000	1000	0	0	0	0
1000	995	1000	1000	0	0	0	0
1000	995	1000	1000	0	0	0	0
1000	995	1000	1000	0	0	0	0
1000	995	1000	1000	0	0	0	0
1000	995	1000	1000	0	0	0	0
1000	995	1000	1000	0	0	0	0
1000	995	1000	1000	0	0	0	0
1000	995	1000	1000	0	0	0	0

BREWERIES							
High	Low	Company	Price	Change	%	Div	Yield
1000	995	1000	1000	0	0	0	0
1000	995	1000	1000	0	0	0	0
1000	995	1000	1000	0	0	0	0
1000	995	1000	1000	0	0	0	0
1000	995	1000	1000	0	0	0	0
1000	995	1000	1000	0	0	0	0
1000	995	1000	1000	0	0	0	0
1000	995	1000	1000	0	0	0	0
1000	995	1000	1000	0	0	0	0

BUILDINGS AND ROADS							
High	Low	Company	Price	Change	%	Div	Yield
1000	995	1000	1000	0	0	0	0
1000	995	1000	1000	0	0	0	0
1000	995	1000	1000	0	0	0	0
1000	995	1000	1000	0	0	0	0
1000	995	1000	1000	0	0	0	0
1000	995	1000	1000	0	0	0	0
1000	995	1000	1000	0	0	0	0
1000	995	1000	1000	0	0	0	0
1000	995	1000	1000	0	0	0	0

CHEMICALS, PLASTICS							
High	Low	Company	Price	Change	%	Div	Yield
1000	995	1000	1000	0	0	0	0
1000	995	1000	1000	0	0	0	0
1000	995	1000	1000	0	0	0	0
1000	995	1000	1000	0	0	0	0
1000	995	1000	1000	0	0	0	0
1000	995	1000	1000	0	0	0	0
1000	995	1000	1000	0	0	0	0
1000	995	1000	1000	0	0	0	0
1000	995	1000	1000	0	0	0	0

CINEMAS AND TV							
High	Low	Company	Price	Change	%	Div	Yield
1000	995	1000	1000	0	0	0	0
1000	995	1000	1000	0	0	0	0
1000	995	1000	1000	0	0	0	0
1000	995	1000	1000	0	0	0	0
1000	995	1000	1000	0	0	0	0
1000	995	1000	1000	0	0	0	0
1000	995	1000	1000	0	0	0	0
1000	995	1000	1000	0	0	0	0
1000	995	1000	1000	0	0	0	0

DRAPERY AND STORES							
High	Low	Company	Price	Change	%	Div	Yield
1000	995	1000	1000	0	0	0	0
1000	995	1000	1000	0	0	0	0
1000	995	1000	1000	0	0	0	0
1000	995	1000	1000	0	0	0	0
1000	995	1000	1000	0	0	0	0
1000	995	1000	1000	0	0	0	0
1000	995	1000	1000	0	0	0	0
1000	995	1000	1000	0	0	0	0
1000	995	1000	1000	0	0	0	0

HOTELS AND CATERERS							
High	Low	Company	Price	Change	%	Div	Yield
1000	995	1000	1000	0	0	0	0
1000	995	1000	1000	0	0	0	0
1000	995	1000	1000	0	0	0	0
1000	995	1000	1000	0	0	0	0
1000	995	1000	1000	0	0	0	0
1000	995	1000	1000	0	0	0	0
1000	995	1000	1000	0	0	0	0
1000	995	1000	1000	0	0	0	0
1000	995	1000	1000	0	0	0	0

INDUSTRIALS A-D							
High	Low	Company	Price	Change	%	Div	Yield
1000	995	1000	1000	0	0	0	0
1000	995	1000	1000	0	0	0	0
1000	995	1000	1000	0	0	0	0

GENERAL APPOINTMENTS

April 30, 1987

The dramatic increase in the volume of management consultancy in recent years has led to another trend in resourcing options. This is executive leasing, or the engagement of an executive for a limited period to fill a particular short-term gap, such as handling a one-off assignment, or bridging a gap between one senior executive leaving and his successor starting.

Executive leasing is now increasingly seen as a credible and professional option in the resourcing repertoire of growing businesses. Its coming of age was clearly boosted by the recession — the inevitable shaking out in industry, leaving most organizations with a smaller and tighter headcount, a new sense of corporate urgency and an increasing awareness of the range of outside help options available.

Recognizing the relevance of executive leasing, the Confederation of British Industry, in conjunction with management consultants, launched its national register of senior executives available for executive leasing. Last year it already had more than 1,000 names.

Several other management consultancy practices now offer a similar service.

In my own firm's case, our approach is influenced by situations where often we have to tell clients that they do not need a consultancy, simply a person of the same skill and expertise for a specific project and period. In these circumstances, executive leasing is the answer.

Obviously, many management consultants do not like the idea of clients switching from requiring a consultancy service to asking for an executive. The profit margin suddenly tumbles and the supervision structure appropriate to a consultancy assignment becomes irrelevant.

One of the areas that never seems to have received the serious management scrutiny it deserves is the process of deciding on the best way to resource the process of completing individual tasks.

The range of resourcing options is now wider than ever and includes approaching tasks by using own-line management, or own staff acting as a service function, or external management consultancy, or external management consultants under the direct control of management, or temporary staff or leased executives.

In addition to these tasks, the slimmed-down management teams also need augmenting during periods of illness, holidays,

The leasing out of executives is a growing business that suits both parties, particularly redundancy victims, says Charles Russam



special projects, computer breakdowns or during such events as office relocations.

Since the recession, there has been a dramatic increase in the number of senior executives who are well qualified and experienced and have very little desire to get back into the political infighting in organizations that shook them out a few years ago.

Many of these people find that their skills are still very sharp and that the direct approach of earning their own living is both stimulating and rewarding to both themselves and their clients.

In addition to these people there

is a growing number of skilled and qualified professional practitioners who have made a conscious decision to earn their own living as self-employed management consultants specializing in some particular area. In the past, it has been difficult in some instances for these people to obtain a continuity of quality work.

However, the emergence of organizations increasing their services to client companies has changed this, and many senior executives have found that the current economic scene can provide a range of interesting and remunerative assignments.

On the one hand, there is now a very large pool of capable and skilled people with services to offer but with a very difficult marketing job. On the other hand, there are more companies interested in buying in skills.

How in these circumstances should someone with good professional skills to sell go about marketing these capabilities?

The process of trying to earn one's living as a self-employed management consultant is very difficult. The basic principle is that while you are earning, you cannot be selling, and while you are selling, you are not earning. Additionally, you can only do one job at a time and therefore your income is limited by the amount of hours in the day.

Few, at present, would advise a self-employed management consultant to follow this particular calling, but clearly, as time goes on, the ability to earn a good living in this way is increasing, particularly if the executive has relevant, up-to-date, practised and genuine skills and expertise to offer.

The best course is to market yourself to the intermediaries. These are the organizations who supply temporary executives to business and those who specialize in the more senior positions. This category includes the con-

sultancy divisions of the major firms of chartered accountants who, although they all claim to employ directly all their consultancy staff, in certain instances have to make exceptions, particularly in areas of specialist skill or where there are heavy demands on their headcounts.

It is probably more satisfactory for the self-employed management consultant to source his assignments through intermediaries rather than to market himself directly to end-users. In this context, executive leasing is a serious option.

The testing function of a company offering executive leasing services to clients is the matching of clients' requirements with the skills, ability, experience and availability of the executive being considered for the lease.

The process requires some skill in that the consultancy needs to be able to understand the technicalities, politics and organizational implications of the work to be done in order to be able to identify the right executive and to present him to the client.

Clearly, the most important element in a successful lease is the suitability of the executive. One of the main attractions in the executive leasing for organiza-

tions is the financial flexibility. The cost is limited to one payment a month which is an all-inclusive fee. This fee is somewhere between the cost of hiring a temporary worker, and the cost of engaging a traditional management consultancy service, which in many cases is high.

It follows, therefore, that the client is not concerned with such things as company cars, pension schemes, private health insurance, status entitlements. In many respects, the requirements of employment legislation are the same. Duration of the appropriate assignment is nearly always project-oriented and regular reviews can determine whether the objectives are likely to be met.

In the search for profit and efficiency, more enlightened management will see the need to develop skills in selecting the best way of getting the job done, and clearly, executive leasing has an important part to play in this.

For many organizations it offers one of the best ways of tackling specific tasks. To many leased executives it offers a second career which in many cases will probably be more rewarding and more remunerative than the first one.

Charles Russam is managing director of GMS Consultancy Ltd, the London-based consultancy.

ASSISTANT DIVISIONAL DIRECTOR HOME OWNERSHIP

Virtually any available building or site in the City of Westminster is, potentially, a 'highly desirable residence' — a situation graphically demonstrated by housing prices in Central London. As a Council we are dedicated to improving the balance of the community, not only through promoting the 'right to buy' for council tenants, but by creating opportunities for low cost, private sector home ownership. In such a high cost area, this represents a challenge that will call upon all your considerable talents and resources.

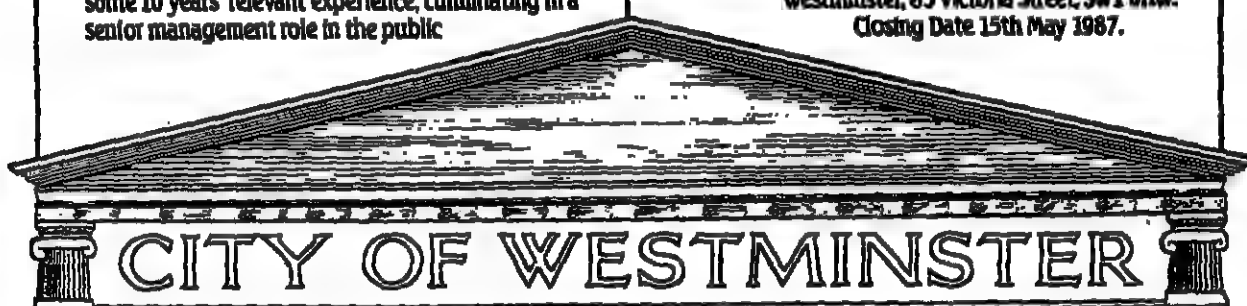
Your role will be both interventionist and innovative. Reporting to our Divisional Director (Private Sector) you will investigate and implement ways and means of using private finance to fund low and medium cost scheme developments, intervening in the private market to facilitate residents' buy-outs, encouraging residents to form a company in order to acquire their own homes from existing landlords and promoting new forms of housing agencies.

Probably in your early to mid 30's and educated to degree level or beyond, you must be professionally qualified — RICS, FSA or equivalent will be a significant advantage. We would also expect you to have gained some 10 years' relevant experience, culminating in a senior management role in the public

or private sector, hopefully encompassing both. In addition to your accomplished management skills, your personal qualities must include drive, vision and the sheer persuasion to get your ideas across, accepted and implemented. Clearly you must have a good understanding of the way the private sector works and be able to make useful contacts with key figures and motivators in this area. Starting salary will be £18,381 and we can offer a number of attractive benefits. These include 25 days annual leave, annual season ticket loan, restaurant facilities and relocation expenses where appropriate.

It is our objective to make an impact on the current patterns of tenure in Westminster in favour of individual residents so that we can build stable, residential communities. If you feel you can be the agent to bring about this change, please contact us now.

For further information please speak to Paul Hayer, Divisional Director on 01-798 2576. Alternatively send your CV quoting ref HSG 11 to The Personnel Officer, Housing Department, City of Westminster, 83 Victoria Street, SW1 0HW. Closing Date 15th May 1987.



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We are working because we have to — we have mortgages to pay, families to support, rates, gas, electricity and the list goes on. There are not so much excuses as facts of life.

Another fact is that most of us have a nagging doubt that we could be doing better but we just don't know what to do about it.

Chusid Lander has changed all that.



We are a group of specialist career consultants whose sole function is to guide executives and professional people and help them achieve their individual objectives.

We guarantee that we will commit our time and effort until you are satisfied that your career objectives have been realised.

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The Household and Commercial Removals Division of one of the U.K.'s leading transport and distribution companies requires a sales administration manager who will be based in North London.

The applicant will monitor incoming sales leads and generate appropriate quotation and sales support work where required, whilst establishing a sales pattern with existing house accounts.

The applicant will need to be self-motivated and methodical, with the ability to operate and organise own systems either computer based or manual.

The rewards include a company car, a pension, plus BUPA membership after qualifying period.

Salary negotiable.

Apply in writing, enclosing C.V., to:

BOX B63.

HELP US PERFECT THE ART OF MAKING MONEY...

The City's not the only source of sky-high incomes in central London these days.

Because a quiet revolution has been taking place in the residential property business.

At Farin Sutaria, to be specific.

Far from the frenetic scramble of the money markets, we're offering talented, ambitious young negotiators (or property brokers, as we prefer to call them) the chance to earn more than £40,000 p.a.

You'll have to work hard and effectively to achieve it, but you'll enjoy the rewards; we believe in working hard and playing hard.

If you're 25 to 35, successful in your field (not necessarily in property marketing), and ambitious enough to want to share in our outstanding success, buy a copy of this week's Estates Gazette and turn to the recruitment section at the back. What you see there is raising a few eyebrows in the residential property business.

Then send us a detailed resume of your career to date. Quickly.

FARIN SUTARIA, 89 NOTTING HILL GATEWAY

**DIRECTOR/GENERAL
MANAGER**
£25,000 for major group in S.E. Europe. Must have proven track record of successful management at all levels with a turnover of over £10M. Will succeed current MGR. For details contact: CIP Maureen Coker, Tel: (0753) 888092, Brian Smith Associates (Agy)

**OVERSEAS
REPRESENTATIVE**
Small town operator specialising in Great property work, especially in Spain. Must have experience of managing a team of sales staff and a proven track record. For details contact: CIP Maureen Coker, Tel: (0753) 888092, Brian Smith Associates (Agy)

SALES REP
Required for Office Equipment Company in Birmingham. Experience essential. Terms and conditions negotiable according to experience. Good promotion prospects. Please contact: Mr. P. Smith, Machine Limited, 01-594 4287

**THREE TRAINEE
BROKERS**
Required for leading City firm. Full training. Targeted earnings in first year £15,000+. Minimum age 20+. Ring 01-240 8732 or 01-836 8644 NOW!

**PARTS MANAGER
C. £20,000**
For major heavy truck dealership in Midlands. Must have extensive experience with major motor franchise with £1M turnover. Must be a team player. Tel: (0753) 888092, Brian Smith Associates (Agy)

CJA RECRUITMENT CONSULTANTS GROUP

3 London Wall Buildings, London Wall, London EC2M 5PU
Tel: 01-588 3588 or 01-588 3576
Telex No. 887374 Fax No. 01-256 8501

A challenging and interesting appointment with scope to acquire considerably increased knowledge in UK Tax. Prospects also exist to widen responsibilities into International Tax.

ALPS U.K. CORPORATE GROUP TAX SPECIALIST

WEST LONDON £25,000 - £30,000

MAJOR INTERNATIONAL GROUP
Applications are invited from accountants (C.A., A.C.A. or A.C.C.A.) aged 28-35 who have acquired at least 4 years' practical corporate tax experience gained either in a large/medium, professional accounting practice or in the corporate tax office of a Commercial or Industrial Group. As part of a team, the successful candidate will control also a small team and be responsible for all U.K. Corporation tax compliance work, including final agreement with the Inland Revenue. Other responsibilities will cover tax provision for year end and budgets, advice on VAT and tax planning generally. The ability to work as part of a flexible, professional team and to communicate lucidly to Managers throughout the Group is important. Initial salary negotiable £25,000-£30,000 + car + non-contributory pension + free life assurance, free family B.U.P.A., assistance with removal expenses if necessary. Applications in strict confidence under reference GTS138/TT, to the Managing Director: ALPS

CJA SURVEYOR/ARCHITECT - TECHNICAL MANAGEMENT

BUCKS £14,000 - £17,000 + CAR

LEADING HOUSING ASSOCIATION - PROPERTY PORTFOLIO c£300m
For this new appointment, on behalf of our clients we invite applications from Chartered Surveyors or Architects aged 30-38, with at least 5 years' experience in the public/commercial building sector and sound technical expertise. Joining a small team of professionally-qualified engineers, the successful candidate will be the senior building fabric specialist responsible for all technical aspects (excluding M & E systems) of both existing and new build projects covering design, construction, major repairs and maintenance. Initial important tasks will be the preparation of a design manual, administering a small number of major remedial repairs currently the subject of litigation and providing specialist advice on contracts with consultants/contractors for new build and repair projects. This will lead on to the overall responsibility for the Southern Region and an advisory role for the remaining areas. Essential personal qualities include strong management and communication skills, initiative, an appetite for problem-solving and increasing levels of responsibility. Initial salary negotiable £14,000-£17,000 + car + contributory pension, free life assurance, free BUPA. Applications in strict confidence under reference SATM 4488/TT, by letter or telephone on 01-588 3114, to the Managing Director: CJA

CJA SENIOR INVESTMENT MANAGER - VENTURE CAPITAL

LONDON ATTRACTIVE SALARY + CAR + MORTGAGE SUBSIDY

LEADING INVESTMENT GROUP - LEADING NAME IN VENTURE CAPITAL
An opportunity has arisen to join a leading and long-established name in venture capital at a senior level. The successful applicant, who will work as a member of a small team with professionally qualified support, will, in addition to a professional training, have 4-5 years' experience of venture capital transactions including getting, structuring and negotiating deals. This key role requires an innovative approach and entrepreneurial flair in making investments as well as the ability to continually assess and manage a substantial portfolio and to become a director of several companies. A generous remuneration package will be negotiable commensurate with experience + car + mortgage subsidy, non-contributory pension, and good company benefits. Applications in strict confidence under reference SIMVC4490/TT to the Managing Director: CJA

3 LONDON WALL BUILDINGS, LONDON WALL, LONDON EC2M 5PU Telephone: 01-588 3588 or 01-588 3576. Telex: 887374. Fax: 01-256 8501
ORGANISATIONS REQUIRING ASSISTANCE ON RECRUITMENT: PLEASE TELEPHONE 01-588 7539.

INTERNATIONAL HOSPITALS GROUP

CONSULTANTS

1. Are you ambitious?
2. Do you enjoy achieving your goals?
3. Have you a Health Care background?
4. Do you enjoy travel?
5. Do you like people?
6. Are you a self-starter?

If you answer is 'YES' to these questions, read on.

We are seeking to recruit senior staff for our Consultancy Division. You will have a proven track record in marketing and sales within the international health care field.

Based in UK, there will be extensive travel both in UK and overseas. You will need a sound knowledge of the Health Care industry, both in the private and public sectors with a professional attitude to work. Wide sales experience is required. Education to degree level would be an advantage.

In view of expanding business we would also like to hear from professional people interested in short term assignments.

For these attributes IHG are offering an excellent package. In return for your efforts remuneration will be firmly geared to achievements.

The International Hospitals Group is a British company recognised worldwide as a leading management consultancy in the Health Care industry.

If you are interested please write to: Jeff Webb, Personnel Manager, IHG, Stoke Park, Stoke Poges, SL2 4NS. Or telephone 0753-73222.

PERSONAL ASSISTANT

Immaculately presented person required as Personal Assistant to Managing Director of International Company based in Woking, Surrey. Applicants should be of good educational background with some legal experience or qualification, and be willing to travel abroad. Word processing experience an advantage and knowledge of German, French or Italian useful but not essential. Applicants should ideally be aged between 25 and 35. This is an excellent opportunity for the right candidate to use his/her initiative in a fast moving modern company. Apply in writing with full C.V. to: BOX A46

TELEVISION/VIDEO ENGINEERS

Morgan Laboratories Limited require television/video engineers for our London and Birmingham offices. Applicants must have a minimum of 5 years experience in the television industry, own current driving licence and be prepared to work overtime hours. City & Guilds qualifications essential. Tel: 01-508 5377

SALES ASSISTANTS

Diversified specialised cookware shops requires sales assistants for their SW3 and W1 shops. Starting salary £8,300 plus staff discounts. Please contact Linda Dwyer 01-581 8065.

MANAGEMENT TRAINEES

We need management trainees NOW to help us with our planned expansion later this year and next. Applicants will be 21+, preferably graduates and eager to be promoted quickly. For an interview please phone 01-437 8070.

GENERAL APPOINTMENTS

Hoggett Bowers

Executive Search and Selection Consultants
BIRMINGHAM, BRISTOL, CARDIFF, GLASGOW, LEEDS, LONDON, MANCHESTER, NEWCASTLE, SHEFFIELD and WINDSOR

General Manager

Electronic Engineering

South East, To £40,000 Package, Car, Benefits

The company is a well respected and fast-growing member of a major British group. A number of important new businesses within its portfolio are capable of tremendous growth and these are being brought together on a new site under the control of a General Manager. The businesses are characterized by high unit value sales to international markets and the use of hardware and software elements in the end products.

Candidates aged 35-45 must be of graduate calibre and be able to demonstrate a track record where professional general management skills and entrepreneurial flair have led to sales and profit success in developing similar new markets.

Although a high degree of technical knowledge is not absolutely necessary, a key factor will be the General Manager's ability to easily relate to and harness the talents of a specialist management team.

Success in this role should lead to further career progression within the company.

The benefits package is comprehensive and will include full relocation assistance where necessary.

Male or female candidates should submit in confidence a comprehensive c.v. or telephone for a Personal History Form to M. W. Fosh, Hoggett Bowers plc, George V Place, 4 Thames Avenue, WINDSOR, SL4 1QP. 0753 850851, quoting Ref: 22103/T.

Ambitious Personnel Professional

People make our Business. Make them yours.
c. £16,000 p.a. Hants.

People are the mainstay of the Mars Group's success. And as one of the fastest growing companies in the group, we are deeply committed to recruiting, training, motivating and developing the very best people at every level in the company.

Our policies are enlightened, innovative and effective. We consider people to be Associates rather than employees and this Associate Relations role is critical to the successful implementation of these policies.

We seek an ambitious personnel generalist who has 2-3 years' experience in a progressive environment and is now eager to take responsibility for important operational and strategic issues in three contrasting environments - a spacious, modern, light-engineering assembly unit, a high-volume, high-quality 24-hour food packaging operation, and a National Office.

You will work with managers and their people to contribute to all aspects of the business. But you will be particularly active in the areas of RESOURCING (identifying and recruiting high calibre people with development potential), MOTIVATION (finding creative ways to balance rewards/recognition with achievement) and COMMUNICATION (developing effective two-way processes).

If you are young, degree-qualified, and now ready for accelerated development in a more flexible career environment, we will offer a salary in the region of £16,000 p.a. plus comprehensive benefits.

Please telephone or write to: Lorraine Horne, Mercury-Urval Limited, Spencer House, 29 Grove Hill Road, Harrow, Middx. HA1 3BN. Tel: 01-863 8466.



Japanese Translator

English into Japanese

Phillips & Drew is a leading UK securities house, providing a wide range of financial services to its clients.

We are looking for a professional translator with several years' experience in economics or finance to join a newly established team in our International Research Department. Working within a stimulating environment, you will be involved in the translation and publication of research material and reports for our clients. You should be educated to degree level, and speak and write fluent Japanese.

In return, we offer an excellent compensation package which includes bonus, mortgage subsidy and non-contributory pension scheme.

Please send your c.v. or telephone for an application form to:

Isabel Doherty,
Recruitment & Development Manager,
Phillips & Drew,
120 Moorgate, London EC2M 6XP
Telephone: 01-628 4444

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Visitors' Viewing Area Assistant

Lloyd's of London is an insurance market unique in the world: almost anything can be insured by underwriters at Lloyd's.

Lloyd's new headquarters building in the City incorporates for the first time in its 300 year history a public exhibition and viewing gallery. Visitors' Viewing Area Assistants are required to assist in the handling of the large number of visitors which this facility is attracting, to answer questions and to assist at the busy reception on the lower ground level.

Candidates will have a good education, with a working knowledge of at least one European language. Some experience of working with people is preferred. Full training

will be given and applicants should be prepared to commence employment almost immediately.

Salary will be £8,700 - £10,000 depending upon age and experience, together with additional benefits which include non-contributory pension scheme and subsidised restaurant.

To apply, please write with full CV to: Miss Philippa Harris, Recruitment Officer, Corporation of Lloyd's, London House, 6 London Street, London EC3R 7AB. All applications must be received by Thursday 7th May 1987.



FINANCIAL SERVICES

SYSTEMS STRATEGISTS & PROJECT MANAGERS

At last, the greenfield challenge you've been waiting for (with the rewards you've been working for).

Packages to £45K plus car - City

Because of the present and potential demand for its range of personal investment services (Share Dealing, Unit Trusts and PEP's for example), a major UK Bank is establishing a new management division to support this high-growth business. Right now they're building the team which will build the technology to support this exciting venture - everything from touchscreen market information to management support systems. It is without question one of the most appealing greenfield developments in the City today. Appealing, that is, to high calibre professionals at Consultancy and Project Manager level who are ready for their next challenge in the financial arena. People who can be relied upon to define and deliver effective business solutions in an environment where decisions are made carefully and thoughtfully to ensure everything is "right first time". Does this sound like the move you've been waiting for? Are you ready to stretch and exploit your talent within a close-knit team? Then read on...

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PACKAGE UP TO £45K + CAR

The senior position within each area of business operation. This is a key role within the management team involving strategic planning based on a deep understanding of the needs of the business. It calls for mature, confident achievers who can guide and influence Business Managers in the use of technology and gain acceptance of their ideas at Board level. Diplomatic on the one hand yet tough on the other, particularly for the effective management of external suppliers such

as software houses and contract staff. You must be able to show a successful track record of project management within a financial services environment. Probably in your mid 30's (or beyond) you are of graduate calibre intellect and worth every penny of the generous package on offer.

PROJECT MANAGERS

PACKAGE UP TO £40K + CAR

This is an invitation only to people already at Project Management level. We make that clear because the ability to plan, control and monitor projects, then deliver systems on time and within budget, is paramount. So too are man-management skills in terms of delegation, motivation and individual training. If you have specific securities or investment management experience, so much the better. Whether you're from a large company or software house, your technical background should ideally include IBM or DEC experience. Knowledge of Wang and IBM PCs would be an added advantage.

The rewards packages and company cars on offer reflect our client's determination to attract the best. Could you persuade them to invest in you? If you think so, and would like an initial discussion, please call Louise Wood on 01-244 9049 today, between 11.00am - 8.00pm, or on 01-831 0111 in office hours during the coming week. Alternatively, write to her with your cv and quoting ref: 369/T at: JM Management Services, Columbia House, 69 Aldwych, London WC2B 4DX.



DIRECTOR INFORMATION SYSTEMS UK

£40K - £45K PLUS Executive Car & Benefits

CACI Limited is the wholly-owned subsidiary of CACI International Inc., a \$100M computer systems, services and products corporation based in the USA.

Starting out in the UK in the 1970s, CACI pioneered the development of a top-down structured methodology, The CACI Method, for use in I.S. Strategy Studies, Requirement Definition and Data Analysis.

Today the UK Information Systems Division is a leading supplier in this field providing specialist consultancy and training, and has moved substantially into DBMS-related development work. It is a thriving operation using State of the Art relational database and 4GL techniques, with an impressive list of Top 100 customers and an enviable revenue and profit profile.

Growth and re-structuring has created an opportunity for a senior profit-centre management appointment. The jobholder will have clear responsibility for the operation, performance and profitable growth of the business and will be expected to have the following qualifications:

- a sound profit-centre track record
- 10 years' UK Systems House experience
- working knowledge of I.S. design and development methodologies

The successful candidate will have the drive, determination and leadership qualities needed to expand vigorously from an established basis, through sales, recruitment, staff training, and the refinement and evolution of the techniques currently in use.

The rewards offered are substantial and in addition to salary and bonuses, include an executive company car, BUPA, a generous pension scheme and a clearly-defined path to promotion in the very top of the organisation.

Applicants should contact Ian Taylor, Director, Information Systems Europe, in the first instance by phone or in writing to CACI Ltd., Ortel House, 26 The Quadrant, Richmond, Surrey, TW9 1DL. Phone No: 01-941 3006, Home number: 02584 7965.

CACI

INFORMATION SYSTEMS • ADVANCED TECHNOLOGIES • MARKET ANALYSIS

Personnel Director

London Electricity

c.£33k + CAR + BENEFITS

The London Electricity Board has a turnover approaching £1000 million, serving nearly 2 million customers in the central area of London. The main business is electricity supply and marketing but the Board also has 56 retail outlets and conducts a successful electrical installation business. Over 7,000 staff are employed in its operations.

The Board is committed to significant growth over the next few years, whilst providing high levels of customer service and staff satisfaction.

The Personnel Director is responsible to the Deputy Chairman of the Board and is expected to provide the highest level of professional service for industrial relations, personnel services, education and training and corporate planning. The Personnel Director is a member of the corporate executive and will contribute to the overall development of the Board during a period of considerable change.

Applicants should have the appropriate professional qualifications and be capable of future development within an exciting and challenging industry. The benefits are those normally associated with a large, progressive organisation.

Please write in complete confidence with full C.V. to:

D.G. Rees, Secretary, London Electricity,
81/87 High Holborn, London WC1V 6NU,
not later than 8th May 1987 quoting ref TT4.

THE POWER BEHIND LONDON

RESEARCH APPOINTMENTS

DIPLOMATIC SERVICE

...in the Research Department, London, which contributes to the formulation of policy advice by conducting research into past and current issues. This complements the work of geographical and functional departments by providing a collective memory and continuity; analysing implications for policy as required; and preparing studies in depth of particular issues. Opportunities to serve overseas.

There is one vacancy in each of the following sections:
For Eastern - to follow current Japanese political and economic developments. Post-graduate training, especially in politics, economics or modern history would be an advantage as would a wider knowledge of Asia. Proficiency in Modern Japanese to at least second class honours degree level is essential.

American - to work on the countries of the Southern Cone and Brazil. A sound knowledge of the recent political development of the countries of South America, and especially Brazil, is essential. A good working knowledge

of Spanish is essential and an ability to read Portuguese and French desirable. You must have a degree with first or upper second class honours or a post-graduate degree in a relevant subject (eg geography, history, economics, political studies, modern languages).

Exceptionally, you may apply without the specified academic qualifications for these posts provided that you have other qualifications or experience of particular value.

Salary (under review): as Research Officer £8145-£11,185 or Senior Research Officer £12,010-£14,735. Level of appointment and starting salary according to qualifications and experience. Promotion prospects.

For further details and on application form (to be returned by 5 June 1987) write to Civil Service Commission, Alcon Link, Basingstoke, Hants RG21 1JB, or telephone Basingstoke (0256) 468551 (answering service operates outside office hours). Please quote ref G/7306.

The Civil Service is an equal opportunity employer.

Training Manager

Staff training and development play a vital role in the continued success and profitability of our Brent Cross store. We now wish to recruit a talented, results-oriented Training Professional to head our established training department. This senior management appointment carries responsibility for all aspects of training from induction courses through to on-going development programmes for our Section, Departmental Managers and Buyers.

An innovative and resourceful graduate, aged 28-40, your experience will ideally have been gained in a retail environment. Whatever your background, you must be fully experienced in the writing and implementation of management development courses. You'll also have the strength of character and organisational flair necessary to see your ideas put into practice.

The salary and benefits offered will reflect the importance of this demanding position. There are excellent further career prospects within the Company.

Please apply in writing with full C.V. (including current salary level), to: The Director and General Manager, Fenwick Ltd., Brent Cross Shopping Centre, Hendon, NW4 3FN.

GENERAL APPOINTMENTS

HOW YOU CAN BE PART OF ONE OF THE FASTEST GROWING COMPANIES IN THE FINANCIAL SERVICES FIELD

We are recruiting for a well established public company with branches throughout London, the Home Counties and the South East.

The services they provide are of a high quality and are the most competitive in this field; so much so that they have the base on which to expand rapidly. Its team of highly competent financial consultants now need new people to join them in this expansion.

The salary is excellent (£35,000 within the first year is achievable, £20,000 is the minimum expected). Prospects are very good.

There is a catch though. The work requires a very high

standard of personal integrity and commitment to getting the job done. It requires energetic people unafraid of hard work, long hours and intensive training schedules.

You should also be ambitious, well-presented, well educated and hungry for success. You will be given every opportunity to be successful: full back-up and support on the job is provided.

Because of the high commitment required, we suggest that people in their mid-twenties (22-28), who have a career as their priority, make the best candidates. A successful background in Sales or financial services would not be considered a disadvantage.

Please call:

CHARLES MITCHEL
ON 01-242 0180.

PROGRAMMES RECRUITMENT CONSULTANCY

MANAGEMENT OPPORTUNITY

c. £20,000

Your career will have identified you as a person who is able to exploit new business opportunities and motivate an enthusiastic team of consultants to succeed.

You will enjoy managing new challenges with a progressive company, in a market which will provide you with the scope you need to grow, personally and professionally, implementing your skills in planning, and people development.

VARIETY, EXCITEMENT AND REWARD
As recruitment specialists our team at Senior Secretaries is dedicated to achieving the match of client and employee which improves the business efficiency and managerial effectiveness of the client and the career opportunities of our candidates. Every minute of every day brings new challenges and opportunities. Full training and support will be given.

If you could be one of our Managers to share this commitment please telephone or, if you prefer, write to me personally.

Jenny Davey, Senior Secretaries Group Limited,
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Salary and commission £16,000.

With future potential for further profit share.

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LINK-INTERCHANGE NETWORK LTD—THE NATIONAL CASH NETWORK

GENERAL MANAGER

TO £30,000 PLUS CAR - LONDON

LINK is a company jointly owned by a number of major financial institutions. Its main purpose is to provide electronic fund-interchange between these organisations and in that area has already been instrumental in establishing a major national cash dispenser service. As a consortium we are at the forefront of technology in this important aspect of banking development. To consolidate the company's management profile we are now looking to appoint a General Manager.

This is a highly responsible position at the heart of the company. You will run its affairs on a day to day basis under the overall control of the Board of Directors drawn from member institutions. The main focus of the job will involve general company administration, managing contractual arrangements with and standards of service from main suppliers, preparing the company's

operating plan, company accounting and control of billing arrangements to member institutions.

You will need strong management ability and well-developed skills in administration. You should have practical experience of managing a company's affairs or have an excellent academic and work experience background. You need to be technically minded with strong interpersonal skills and an understanding of electronic banking developments would be useful.

We offer a salary up to £30,000 plus car together with a range of benefits including pension package, life insurance and relocation assistance where appropriate.

Applicants should send details of their experience and current situation to: John Hardy, LINK Chairman, Girobank, Bridge House, Dunning's Bridge Road, Bootle, L30 6TP. Tel: 051-966 2105.



PERSONNEL OFFICER

High Tech Environment

West London c £13,500

This blue chip company, a world market leader in their field of high tech excellence can offer a challenging role to a personnel professional ready now to accept real responsibility for the complete range of personnel duties.

Backed by the resources of the strong, central personnel team, your brief will be to ensure that policies and procedures are practiced at divisional level.

The ideal candidate will be of graduate level, a member of the IFPM, or working towards that goal, and probably in his or her mid to late 20's. Experience of working within a strong sales/marketing led environment is considered essential.

This position represents an ideal opportunity to further develop skills, broaden experience and see ideas come to fruition at the sharp end.

Career progression is a real possibility with this, truly international, fast expanding company.

Write to Brian Withers, in confidence, enclosing C.V. and quoting ref. TT/48.

Withers Diamond & Wood Brigdale Ltd.
Lichfield House, 66 Firth St. London W1V 5TA. Tel: 01-439 7762.

ARE YOU A POTENTIAL MANAGER?

FPS (Management) Ltd., a leading firm of financial advisers in the UK are looking for

TRAINEE MANAGERS

Aged 23+ to join a successful and expanding operations in London and the South East. Our individual and corporate clients benefit from our specialist advice on personal and business finance, investments, pensions, taxation, insurance, mortgages etc. We require professional and highly motivated individuals who, with full training, will enjoy high income, valuable share participation and opportunity for management.

TEL: KEITH BURTON

(Recruiting Manager)

on 01-836 9632

RUCK

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01-581 1741

D.P. MANAGER

c.25,000 for major PLC working to review present computer software applications, recommend practical solutions in support of a practical commercial case and implementation.

Tel: (0753) 880952

Ref: 1732

Brian Smith Associates (Agy)

BOYDEN Research Associate

Boyden International, one of the leading executive search companies worldwide, is seeking to recruit a Research Associate to join its team. Experience in executive search will be an advantage, but applications are invited also from individuals with a business research background. Knowledge of the financial services sector would be of particular interest. Applicants must have a good understanding of company organisations and management structures, and should have the ability to work with computerised retrieval systems. He/she should be highly motivated, resourceful, able to work independently and possess good telephone skills.

With over forty offices around the world, Boyden offers excellent career prospects.

Please write enclosing curriculum vitae, to: Michael S. Curdies

Managing Director, Boyden International Limited,

148 Buckingham Palace Road, London SW1W 9TR.

COMMERCIAL MANAGER - COMMUNICATIONS CONSULTANCY

Salary c.£20,000 Aged 25+

Ambitious manager required by small rapidly expanding business with mainly established City based banking clients. Expansion plans include diversification of services and a USM listing.

A self motivated individual is needed for this demanding new position. The role involves taking responsibility for administrative, financial control and management information. And also supporting the MD in developing and serving new and existing business. Candidates will be graduates with a first degree in a relevant field and have some initial experience in an accounting field. This is essential.

Salary and career prospects are excellent for the successful candidate able to grow and develop with the business.

Please call Lindsay Johnston on 01-231 8761, or write enclosing CV to 7 New

Concordia Wharf, Mill Street, London SE1 2BA.

Assistant Group Secretary

SUTER p.l.c.

to £25,000 + car

Grantham, Lincs

Our client is a fast moving industrial holding company with an impressive growth record following restructuring in 1981. Suter now controls a group of engineering, packaging and distribution businesses which, in 1986, had a turnover of £134m and pre-tax profits approaching £15m. The group has a policy of continuing expansion via organic growth and acquisition.

Reporting to the Secretary you would assist in all aspects of the department's activities and make an individual contribution in the areas of pensions, insurance and the computerisation of subsidiary company records using the "Blueprint Company Secretary" software. You would also be involved in company acquisitions, Stock Exchange compliance and share option scheme administration.

You are a Chartered Secretary and a graduate, aged 25-35. You must have broad relevant experience including pensions and insurance gained in a medium sized company. Previous PLC experience is not essential and this position would be a good opportunity for those wishing to move into a public company. Medium term promotion prospects are excellent.

Salary is for discussion according to experience. Benefits include a car, pension, life insurance, private health insurance, discretionary bonus and five weeks' holiday. Assistance with relocation expenses will be provided if necessary.

Please write - in confidence - with details of career to date and current salary to Lesley Gifford, ref. A.20257.

MSL Chartered Secretary, 82 Grosvenor Gardens, London SW1W 0AW.

Offices in Europe, the Americas, Australasia and Asia Pacific.

MSL Chartered Secretary

PERSONNEL MANAGER

City

to £30,000 + car

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To find the right position quickly through the underground job market. Consultancy income is often available to our unemployed clients. For a free confidential discussion telephone: Tony Turner on 01-434 0511

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WANTED

Experienced sales manager for a leading international company. Must have a proven track record in sales and marketing. Please call 01-434 0511.

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Finance Group for Europe's leading insurance company. Training programme, salary, pension, bonus, etc. Please call 01-434 0511.

PSV BUS DRIVERS, CORDON BLEU or equivalent Chefs And Maitre's

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A UNIQUE CONCEPT

MIN £16K (Basic £12K) + CAR

Our Client is EXPANDING and offering an opportunity to 3 experienced sales professionals to join their team. The client is a leading national cash dispenser service. The client is looking for sales professionals who are able to sell a range of financial products to a wide range of customers. The client is offering a competitive salary and a car. The client is offering a unique opportunity to join a leading national cash dispenser service.

01-741 9891 (24 hrs)

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A leading UK Institution with a unique investment idea wish to appoint 3 people between 30 and 45 for its marketing operations. Possible earnings in excess of £30,000 (commission) per annum.

Telephone Ian Kirkwood

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Services

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MARKETING EXECUTIVE UP TO £14,000 + CAR.

Cambridge based Community Bank Company urgently need an experienced marketing executive to work in a busy department. The role involves Admin, Account Management, Market Research and general support in the department.

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or send full CV to 15 The Broadway, Woking, Surrey.

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Then move out and start a new career in the Cotswolds. We are looking for people with drive and determination to succeed. Experience in finance would help, so would a "Royal Gloucestershire" experience, so why not make the break to "Royal Gloucestershire"? For further information, please ring Clive Barnett on 0242 521107 during office hours; evenings 0242 41181.

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Excellent salary + commission + car SE England. We are an established company based in Reading. Sales of a wide range of industrial tools and equipment. The position involves sales and technical support to existing and new customers. The successful candidate will be a graduate with a degree in a relevant field, preferably in the field of mechanical engineering. Please call 01-434 0511.

GENERAL APPOINTMENTS

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Computer Marketing

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Applicants will have been involved in major commercial schemes and are likely to hold a Directorship or other senior position with a property developer, or be in practice. In any event, they must be able to demonstrate a highly successful track record in the continental property markets. The likely age is 35+ with an appropriate professional qualification. Of singular importance are their managerial qualities including leadership and diplomacy. They will be fluent in French and/or Spanish.

The position is based in London with extensive travel. The employment package including an equity participation, will be designed to attract and retain a senior figure from the industry.

Applicants with a full CV (including photograph if possible) should write to:

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Essentially a post-graduate, the main discipline will possibly be Mechanical Engineering but those qualified in the Electrical/Electronics sectors with sound knowledge of Mechanical Engineering should also apply. Experience must additionally include control over a well organised and effective R&D function in a batch production environment. The envisaged age group is 35-40 (m/f).

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The majority of the positions will be for Examiners in the Trade Marks branch of the Office. A logical mind, an affinity for words and the ability to make and justify decisions are essential. Full training will be given in the relevant parts of trade marks law and its application.

The Patent Office (with about 1200 staff) is currently a Division of the Department of Trade and Industry but it is Government policy that subject to legislation it will in due course become a separate statutory non-departmental body. Although employees of the Office will then no longer be civil servants it is expected that their terms of employment will be at least as good overall as those in the Civil Service. Candidates accepting an appointment in the Patent Office would join on the understanding that they would remain there after the Office becomes a separate body.

You should have at least 2 'A' level passes or a further education qualification and be under 45 years old.

Applications from the disabled are also welcome.

For further details and an application form fill in the coupon and send it to the Civil Service Commission, Alencon Link, Basingstoke, Hants RG21 1JB, or telephone Basingstoke (0256) 468551 (answering service operates outside office hours).

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GENERAL APPOINTMENTS

The John Lewis Partnership

The John Lewis Partnership wishes to recruit a few additional men or women who would be likely to qualify in due course for the most senior posts in business. The kind of person we have in mind would be unlikely to be earning now less than £30,000 and would probably be under age 35. Appointments will be offered only to those expected to earn in due course at least twice the individual's starting pay.

Previous experience in retailing is not necessary; applications will be welcomed as well from other industries, and from the professions, public service etc.

The John Lewis Partnership has a long history of growth and is a leader in its field. In department stores, supermarkets, and manufacturing units. It now employs 30,000 people with annual sales exceeding £1.2 billion. The Partnership is owned under Trust by those who work in it, and they share between them all the profits in addition to full ordinary pay and pensions.

The Partnership is necessarily an advanced experiment in the welding of democracy to effective management, and last year's profit share was £4.2 million.

Letters of application should be persuasive but brief. They will be treated in complete confidence, and must arrive no later than 11th May. Interviews will be arranged for eligible candidates as soon as possible. The applications should be addressed to

Director of Personnel (SM6)
John Lewis Partnership
4 Old Cavendish Street
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Managerial Assistant

£13,000

Central London

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The successful candidate must be able to read and speak Japanese fluently, have a detailed knowledge of Japanese banking, accountancy and banking terms, and must have experience of operating an IBM Computer System 36.

The annual salary is negotiable, according to experience. The salary will not be less than £13,000 together with twice yearly bonuses and a mortgage subsidy.

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In return we can offer you an excellent salary and benefits package. For more details send your CV to Helen Longfinch indicating the position for which you are applying, at Coca-Cola & Schweppes Beverages Ltd, Club House, Hamworth Road, Sleaford-on-Thames, Notts NG16 5DE Telephone: (01532) 85555.

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The task is to sell the Company's wide range of bibliographic services to customers in both the academic and industrial sectors and to maintain existing subscription relationships. The position is based in Uxbridge and involves extensive travel in Europe and contact with researchers, librarians and heads of information departments.

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SALES & MARKETING

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Ethicon Limited, PO Box 408, Bankhead Avenue,
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Applicants should preferably have travel sales experience and the ability to communicate efficiently within the retail trade. A sound sales background and the ability to develop new business are essential.

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If you feel you are the person for the job, apply in writing, with full career details to:

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Candidates must demonstrate the ability to recognise market opportunities, be capable of formulating successful strategies to achieve the targets set by the company and be thoroughly conversant with the ceramic tile business in the U.K.

The initial sales drive will be made in London and the South East, however, the appointees must be prepared to travel throughout the country should the occasion demand.

We are prepared to offer an excellent salary and benefits package which is negotiable according to your experience. Please write enclosing your C.V. and current salary details to: The General Manager.

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Polo Ralph Lauren

are seeking
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Applicants should have experience of high quality retailing
Contact: Sarah Harrison 01 491 4967

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required
to join small Fulham office. Must have sound knowledge of residential market, plenty of drive, ambition and personality. Good basic and commission plus car. Excellent prospects.
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01-731 4448

SALES PERSON

- Do you have Sales Experience?
- Are you aged 25-45?
- Do you reside in the Thames Valley area?
- Have you had sales experience in China, glass or giftware?

If you can answer Yes to all the above questions we have an opportunity which could suit you. We are looking for an extra sales person to join our team. You must be organised, self-motivated, have the personality to deal with people at all levels and enjoy working hard.

Salary not less than £11,500 + Bonus.

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Tel: 01 689 4341

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Mr. R. Watson, Laidlaw and Thomson (SPD) Ltd,
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Tyne and Wear. Tel: 091 477 8596.

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expanding Fulham Agency
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01-731 4448

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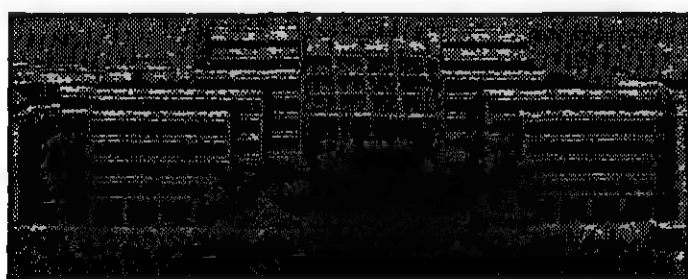
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CIBC Mortgage plc, Canadian Imperial Bank of Commerce, 55 Bishopsgate,
London EC2N 3NN.



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23-27 Herts

£ Excellent + Benefits

Our client, a dynamic and innovative market leader, has an immediate opportunity for a bright individual with the flair and ability to succeed in this demanding environment.

Reporting to the Financial Controller, responsibilities will include the preparation and analysis of management reports and profit forecasting. Other responsibilities will require a knowledge of systems and applications, particularly spreadsheets and other analytical/forecasting tools, to assist in the development and expansion of an in-house database.

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Candidates should possess the intellect and desire to achieve success in a challenging organisation, display strong interpersonal skills, initiative and have proven ability within a similar organisation.

Remuneration will include a high base salary and other benefits.

For further information please telephone Simon Malloni on 01-930 7850 or write enclosing brief details to the address below.

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66-68 Haymarket London SW1Y 4RF Telephone: 01-930 7830

Two hours that could change your career

If you're a Qualified Accountant looking for the next challenge, here's an open invitation



An invitation to an Open Evening, to be precise.

On Monday 11th May at our Training Centre, 2-3 Bloomsbury Square, London WC2, from 5.30 to 8.00 pm.

We'd like to meet ambitious qualified Accountants, in their late twenties or early thirties, who are interested in exploring the challenges of management consultancy. Ideally, your experience would include sector experience in transport, electricity, water, oil, gas, agriculture, or local and central government.

You'll have the opportunity to meet informally with the people with whom you would be working. They can tell you more about the wide diversity of work undertaken by the firm in these areas. We will also be able to tell you about the benefits of becoming part of a highly skilled team in a technically challenging environment - where you'll be working with leading edge technology in a variety of demanding market sectors in the UK or, if you are interested, internationally.

We are looking for imaginative accountants who stand out from the crowd, those with the motivation and flexibility to commit themselves fully to the challenges of the job.

If you feel you have what we're looking for, why not come along and tell us about it?

Please telephone Pippa Rees on 01-822 4535 to confirm that you can meet us. If you can't make it, but would still like to find out about careers in management consultancy with Coopers & Lybrand, call us for more information.

We look forward to hearing from you.

Coopers
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Plumtree Court
Shoe Lane
London EC4A 4HT

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Air Lanka Ltd., the National Carrier of Sri Lanka operating into 23 destinations in Europe, Middle East and the Far East, is seeking a person with exceptional qualities for the above challenging position.

The candidate should demonstrate a high level of management competency and a convincing level of achievement in the public or private sector and a capacity to operate successfully in a highly competitive environment. The ideal candidate should preferably be 35-45 years of age, and have at least 5 years experience at senior managerial level. He should be marketing oriented and be able to take responsibility for an annual budget approaching Rs.3,500 million and a staff of around 3,500.

He should either be a graduate from a recognised University or professionally qualified, preferably in the field of business management.

The salary will be very attractive and negotiable. A company maintained car with driver and other attractive fringe benefits, consistent with such a position in an airline, will be available.

Please forward your complete curriculum vitae, including names of two non-related referees, marked "Private & Confidential" direct to the Chairman, Air Lanka Limited, No. 14, Sir Baron Jayatilaka Mawatha, Colombo 1 on or before 7th May 1987.

All applications will be treated on a strictly confidential basis and those of unsuccessful candidates returned to them.

BANKING & ACCOUNTANCY

AN
INVITATION
TO MEET A
MAJOR US
INVESTMENT
HOUSE

On Wednesday 13th May, our client will be presenting career opportunities to high calibre candidates. The presentation will take place at their European Headquarters and present will be Senior Manager and Executives to discuss investment banking.

To succeed you will be intellectually bright, a newly qualified ACA or an MBA to the age of 30, from a prestigious business school, your communication skills will be of the highest order. A good understanding of the investment banking world would be useful, though not essential.

The roles include positions in profit and risk analysis and financial reporting.

Those wishing to attend should contact **Hansa Savjani** for further details on 01-629 4463. Alternatively call 01-589 8822 at weekends and evenings.

HARRISON & WILLIS
FINANCIAL RECRUITMENT CONSULTANTS

CARDINAL HOUSE, 29-40 ALBEMARLE ST, LONDON W1X 3PD. TEL: 01-629 4463.

Corporate Finance

Privatbanken Limited is the wholly-owned subsidiary of Privatbanken A/S, a major Danish Bank, and offers a wide range of financial services to a substantial customer base, the major element of which is medium-sized companies.

As a result of the continuing development of the Bank we are seeking a banker with some experience of mergers, acquisitions, and financial advising to join the recently established Corporate Finance Department.

The successful candidate will be educated to at least degree level and aged between 26 and 32. Good communication, decision making and marketing skills are essential, and any project finance skills would be an advantage.

An attractive salary and benefits package is provided for this challenging job.

Applicants are requested to send a full CV to:-

Mrs M S Unwin, Personnel Manager,
Privatbanken Limited, 107 Cheapside,
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City c.£20,000

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The successful applicant will be aged 24-30 and have qualified in the last 2-3 years. Some knowledge of Eurobond trading or UK securities would be an advantage.

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Robert Berry on 01-626 9621.
Reliance Accountancy
123/127 Cannon Street,
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FINANCIAL SERVICES

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City

£ Excellent

Our client is a leading city institution and a strong competitor within specialist domestic and international markets.

To meet the demands of continuing expansion and the new regulatory framework in the City, it is now seeking several newly and recently qualified ACA's who are keen to accept early responsibility within a variety of high profile roles. Candidates will demonstrate a flair for analysis and development work and must be able to undertake sensitive investigative research projects. The roles offer broad experience across several key departments

and extensive liaison with non-accounting areas, both internally and externally. Excellent communication skills are therefore essential. The ability to respond positively to a dynamic, technically demanding environment is essential.

These positions offer an outstanding career opportunity within this progressive organisation. The remuneration package, which includes mortgage subsidy and non-contributory pension, is excellent.

For more information please telephone Eileen Davis on 01-930 7850 or write, enclosing brief details, to the address below:

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(DIRECTOR POTENTIAL)
£23k + EXECUTIVE CAR
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A Financial Controller who has the potential to be appointed Financial Director in 1-2 years time is required. The successful candidate will be a qualified accountant aged between 28 and 40 and possess strong management and accounting skills. As well as being responsible for all accounting policies and systems the Controller will be capable of influencing Senior Managers to take full account of the financial aspects in all key decisions affecting the Company.

To apply send a full C.V. with an accompanying letter explaining why you are the one applicant most suited for this position to:-

Mr C Bean
Managing Director
Servicepoint
Unit 1A
The Hyde
London
NW9 6JJ

SERVICEPOINT

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Fig 11

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01-483 6480

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SELECTION

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Accountant
Up to £16,000

This exciting career challenge is a rare opportunity for a young graduate who has studied for a finance orientated degree or a part qualified Accountant who is keen to work for a major multinational.

The main emphasis of this position, apart from the technical ability, is the right approach and personal skills to handle a demanding role which involves expense analysis, budget control and a high degree of liaison with senior members of staff. This exposure to board level makes it essential that the successful candidate possesses excellent communication skills and the ability to use plenty of initiative.

Above all, your key requirement will be the development of a long term career. You will be looking for an environment that gives you the potential to increase your professionalism and business awareness.

Based in Middlesex, you can expect a highly competitive salary and benefits package, which includes relocation and study assistance where appropriate, as well as the opportunity to work for an organisation which encourages career minded individuals to achieve and succeed.

Please send full career and salary details to Mrs. Jennifer Baker, LINK Management Selection, 24 Buckingham Gate, London SW1E 6LB. Telephone 01-834 3777.

HORIZONS

A guide to
career development

New tricks
of the trade
learned
after 40

Re-skilling for managers is very much in the air at the moment. It was the theme of the recent Institute of Directors annual convention, at which trade unions as well as captains of industry urged the audience to consider the crucial importance of enhancing their existing skills - not just as a one-off process, but as a continuing programme of updating on technology, whose rate of change is accelerating everywhere.

One place that had already got the message long before it became current is Pira, the Printing Industry Research Association. They have recently produced a report which argues the case for the establishment of a "national re-training facility in new technology" for top management in information processing and handling - a field which embraces printing, publishing and advertising.

These are increasingly important sectors of the British economy. Among the top 10 in value, they also provide employment for half a million people. But technologically they are one of the fastest-changing sectors and therefore extremely vulnerable in terms of our national disease, recently identified in a series of Times articles as chronic shortsightedness about investment for the future.

That point was highlighted when Pira sent out a questionnaire to some 200 of the largest printing, publishing and information technology user companies in the UK to identify the extent and nature of the demand for their proposal, preparatory to making a case for some funding from the MSC.

It asked questions about training policies in relation to some of the sophisticated new print preparation techniques that are now available. "Many of them simply didn't understand the issues," says Michael Hancock, the Director of the Printing and Information Technology Division. "They said they had 'already done' some of the things we were asking about or that they couldn't see the need for them yet. Very few appreciate that the field is now moving ahead so quickly that re-training has to be carried out every two or three years."

There were also those that felt that training ought to be left to the schools. They are doing a good job, though the number of printing departments have fallen from 40 to 15 and only three or four of these are well-equipped. But Pira feel that above all they are not set up to meet the adult re-training needs for advanced technological knowledge.

"There is a shortage of technically-qualified managers at higher levels," says



Managers are putting on their thinking caps to master the VDU

Hancock. "Only a minority are trained up to degree level. Contrast that with Japan, where much innovation is brought about because print and publishing management are able to talk about sophisticated hard and software on the same level as the suppliers."

Brian Blunden, managing director of Pira and a passionate protagonist of new technology, says that he has seen the implications of this at trade fairs and on

aimed at managers above supervisory level and at their counterparts in the unions. The aim is to make them aware of all the possibilities in information processing and to think about the implications for their sector of industry. It will be a transfer of ideas."

A positive result that did come out of Pira's questionnaire was that there was broad acceptance for the need for a national re-training centre. A demand for some topics has also emerged, though it is notable that these do seem to be concerned with technical information, rather than the more intellectual aspects of technology. Computer-based management information systems, quality control and waste reduction technology, electronic page make-up and printing automation were top of the list.

Pira are being realistic about the length of these courses. They will last about five days and will consist of groups of about a dozen people. The fees will parallel normal seminar prices and they anticipate that these will fund the running expenses.

There is an initial pump priming cost of £100,000 which Brian Blunden hopes will be raised from trade associations and the Manpower Service Commission. "The signs are very good," he says. "We've had some very positive meetings with the MSC and the fact that 50 companies have sent for the feasibility study report speaks for itself."

Blunden's aim in all this is ambitiously far-reaching. "It's a question of changing management attitudes. When the British car industry was among the world leaders, managers actually understood the processes intellectually as well as physically. Somehow technology, marketing, finance - the various components of management - have come apart. We want to bring them back together, and there's no more important industry than ours for this to happen."

*Available on request from Pira, IRA, Randalls Road, Leatherhead, Surrey KT22 7RU

Managers in mid-career
are following the lead
of the print
industries and
discovering it is
never too late
to acquire new skills,
says Godfrey Golzen

trips abroad. "We have some absolutely top-notch manufacturers here - people producing leading edge stuff that really works. But they're having to find their customers abroad and that's bad news for the information handling industry in this country."

It is to remedy this situation that Pira are proposing their training "facility". That word is, for once, appropriate because the proposed re-training centre will not be stuffed with expensive hardware and may well not be a physical plant at all.

"We intend to have close relationships with places like the artificial intelligence department at Edinburgh University and Cranfield College of Technology where people will be able to see state of the art instrumentation," says Hancock.

"But we won't be offering technical training as such. The courses will be

COMPUTER AUDITOR

Lombard North Central PLC, one of the country's leading finance houses, is part of the National Westminster Bank Group. We provide a wide range of financial services to both commerce and the general public throughout the United Kingdom.

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This challenging and responsible position requires detailed knowledge of data processing and suitably qualified applicants should have experience in the design and development of application and system software. Practical experience of advanced data processing techniques including real-time applications, database and network is an advantage together with a knowledge of up-to-date internal control techniques. Prior experience of computer auditing would be an advantage. Applicants should have an independent, enquiring mind with the ability to express themselves effectively, both orally and in writing.

Starting salary will depend on experience. The benefits package will include profit sharing and preferential home/personal loans after a qualifying period. To find out more about this excellent career opportunity please write, attaching your CV, to the address below:-

Mrs E Willard, Personnel Officer,
Lombard North Central PLC,
Lombard House, 3 Princess Way, Redhill,
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20 Accountancy
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WEST END 14 Great Castle Street, WIN 7AD 01-580 9186

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The results? A reputation we believe to be second to none, a rewarding atmosphere of confidence based on success, a market share which continues to soar – and consequently one of our biggest challenges for the future, the recruitment on our own account of more top-flight people.

Our continued growth in business must be matched by growth in resources. We have expanded steadily and now employ nearly thirty consultants, researchers and support staff, but this will be insufficient if current forecasts are any guide. Much time and great care is devoted to our search for new consultants, but only occasionally is an offer made.

This is because we set exacting selection criteria. These include maturity (of attitude, not necessarily age – many of our consultants are under 30), a capacity for sustained hard work, flair, a genuine wish to succeed and a 'fit' with our culture of teamwork allied to personal accountability.

Search and selection is not a soft option. It is demanding on many levels and, like all 'people businesses', can be frustrating.

It is also great fun, extremely varied, offers remarkable job satisfaction and develops a range of personal skills which you may not know you possess.

To join us you do not have to have recruitment experience – we are large enough to have an extensive training programme and to look for potential and ability rather than worry about short-term productivity. You should, however, match the standards we have listed above. You should also be in your 20's or 30's and be able to demonstrate first-rate ability in a financial, commercial, academic or 'City' career to date.

The rewards are many. As part of Addison Consultancy we can offer genuinely outstanding prospects, in recruitment or elsewhere. Material returns include a good basic salary, generous profit-sharing and the benefits associated with a listed group of this substance.

If you wish to learn more, may we make some suggestions? A glance at the rest of this page will give an indication of the types of organisation we are advising.

Contact us for a copy of the group's 1986 Report and Accounts. Or preferably ring Nigel Halsey, Managing Director, on 01-404 5751, who will be delighted to discuss careers in recruitment with you. Alternatively, you can write to him at 39-41 Parker Street, London WC2B 5LH.



Michael Page City

International Recruitment Consultants - London Brussels New York Paris Sydney

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Private Clients

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To £30,000 Basic

We are acting for one of the most prestigious UK institutions in their search for Senior Account Executives in Private Client Fund Management.

You will manage and develop an existing client base and have a successful track record gained over a minimum of four years in the field.

Remuneration packages will be commensurate with experience and ability. If you are interested in discussing these opportunities in more detail please contact Charles Ritchie or Nick Root on 01-404 5751, or write to them at The Securities Division, 39-41 Parker Street, London WC2B 5LH. Confidentiality is assured.



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International Recruitment Consultants
London Brussels New York Paris Sydney
A member of Addison Consultancy Group PLC

Compliance

ACA's

to £25,000

Our client is one of the recently established SRO's and is at the forefront of development in regulation and compliance.

You will be a recently qualified A.C.A. with some exposure to the financial services sector and have excellent technical and personal skills.

Positions available in membership and compliance offer the opportunity to move into an environment of rapid change with outstanding long-term career prospects.

For further details, contact Nick Root on 01-404 5751, or write to him at Michael Page City, 39-41 Parker Street, London WC2B 5LH.



Michael Page City
International Recruitment Consultants
London Brussels New York Paris Sydney
A member of Addison Consultancy Group PLC

Capital Markets

Origination

A leading UK institution currently wishes to strengthen its Northern European origination team.

Candidates should have a minimum of two years' experience in international corporate finance and a good knowledge of all euro-securities markets. Fluency in French or a Scandinavian language is also required.

If you are interested in discussing this opportunity please contact Fiona Collins or Julia Cartwright on 01-404 5751 or write to them at Michael Page City, 39-41 Parker Street, London WC2B 5LH.



Michael Page City
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Corporate Finance

£20 – £50,000

Our client, a significant UK Merchant Bank, has an active and highly successful corporate finance department involved in a range of exciting projects.

Due to expansion plans, opportunities exist for candidates with excellent academic/professional qualifications and a strong personality, at both executive and manager grades. Relevant experience of mergers and acquisitions and new issues is required for the managerial roles but not necessarily at executive level.

The prospects and financial rewards within this high profile sector are excellent. Please contact Lindsay Sugden ACA or Mark Hartshorne on 01-404 5751 or write to them at Michael Page City, 39-41 Parker Street, London WC2B 5LH.



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European Markets

Institutional Sales or Research

We are acting for a substantial UK securities firm. Growth has created further openings in:

European Sales: Individuals with experience of selling to U.K. institutions and European Analysts who wish to move into sales.

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In all cases languages will be an advantage. Remuneration packages will be highly competitive within this first-rate organisation.

Please contact Anna Robson on 01-404 5751, or write to her at Michael Page City, 39-41 Parker Street, London, WC2B 5LH. All replies will be treated in strictest confidence.



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Eurobond Sales

UK Institutions

£Highly negotiable

One of the world's largest and most powerful institutions wishes to recruit an experienced Eurobond salesman to join an already impressive team.

This role, selling fixed income products to major UK institutions, demands exceptional dynamism, sales skills and experience with a top player. The rewards for your professionalism will not disappoint.

Interested applicants should contact Sally Poppleton on 01-404 5751, or write to her, enclosing a comprehensive curriculum vitae at: 39-41 Parker Street, London WC2B 5LH. Strictest confidentiality assured.



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Mortgage Development Executive

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Preferably aged 25-35 the successful individual should have the capacity to understand the mortgage products available and to service accounts enthusiastically. Proven sales experience is essential, preferably gained in the mortgage market.

Interested applicants should contact Christopher Smith on 01-404 5751, or write to him at Michael Page City, 39-41 Parker Street, London, WC2B 5LH.



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LA CRÈME DE LA CRÈME

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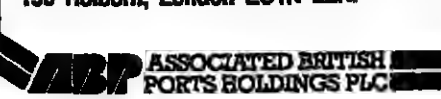
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Dr John Toose, European Molecular Biology Organization, postfach 102240, D-6900 Heidelberg, F.R. Germany and should include:

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UNION SECRETARY

RUGBY UNION: ENGLAND INTERNATIONAL WITH A DATE MORE PRESSING THAN THE WORLD CUP

The grafter makes a mark

Rugby is a physiognomist's delight. The balding, bulbous nose can only be a prop for the alert, impish creature must be a stand-off; flankers are fly-by-night characters — glory boys who dart hither and thither, catching the eye whilst the donkeys are unentertaining themselves from the last scrum.

So much for the stereotype. John Hall is not of that ilk. He is a grafter who earns his crust grubbing around in a mire of rucks, mauls and lineouts. With 18 England caps to his name, the Bath wing forward obviously does it to good effect.

His shape and size — a brick wall, somewhat jowly, 6ft 3in and 16st — complement his ungainly style perfectly. That said, he is no slouch, pointing out: "For a big bloke I'm quick. In my position you have to be. It's no good being adept at rucking the ball from your opponents if the ball has already gone."

His other great asset is tackling. His record for the season stands at: made 997, missed three. Each miss is vividly etched in Hall's memory. The first was Mike Teague. "I slipped and away he went. That's my excuse. The second was against the North's David Holmes, when I cocked up the arc of his run with our full back. The third instance hasn't got an excuse. Leicester's Dean Richards just went right through me."

The other 997 were not so lucky. Not only did they tend to stay dumped when Hall bulldozed into them, he also chose his angle so that the ball was made available. He does it with crushing aplomb against almost everyone bar the New Zealanders.

"With them you're just happy to have brought them down. Their upper body strength is phenomenal, so that they just charge at you low and hard and keep going."

Such is the importance of Hall's granite-like contribution to play that he is only one of two forwards — Gary Pierce being the other — to have played throughout the five-nations championship, twice in the unfamiliar role of No. 8. He has been back leader in all four games to boot.

Hall's residency could be



Defying stereotype: Hall's shape and size complement his ungainly style perfectly

indefinite. England's forward performances this season have not drawn anything like the brickbats hurled at the three-quarters. With Hall in harness with Richards, and either Rees or Winterbottom in the back row, the England pack is as strong a combination — with perhaps the exception of the French — as will be on show Down Under.

For a 25-year-old Hall has an unusually wise head, stemming partly from an innate feel for the game, and partly from lessons learned. Take last summer in Brisbane. "I played for Teachers North, one of the

worst clubs in the area. They asked me to lead the forwards, so I went out in the first game and screamed: 'Let's get to that ball and make it ours.' First lineup, the ball went loose. I dived on it, with the other 29 looking at me like I was some kind of nutter. As I struggled up, I realized why — the whole side of my body had been cut to ribbons on the hard ground. 'Right,' I said, 'let's play a mauling game.'"

Before Hall gets back out to the not quite so dusty terrain of Sydney for England's opening World Cup match, he has an engagement at Twickenham on Saturday against

Wales in the John Player Special Cup final last year, in which he established an historic double by playing in the Schweppes Welsh Cup final this year. Cardiff has been named as a replacement by Cardiff, who prefer Alan Donovan and Mark King in the centre.

Cardiff and Swansea, their opponents, have five players in the list of 12 non-travelling reserves for the World Cup squad. Among them is Ian Williams, who has been named as a replacement by Cardiff, who prefer Alan Donovan and Mark King in the centre.

Mick Cleary

Australia hit by injuries to key men

By David Hands

Rugby Correspondent

Three of Australia's leading players are struggling to be fit in time for selection for the World Cup squad: Brendan Moon, the experienced wing, Steve Tuohy, the tight-head prop, and Hartill, the tight-head prop, are all undergoing treatment for various injuries, of which Moon's is the most serious.

Moon broke a bone in his foot playing for Queensland against Auckland last weekend and the injury may take up to four weeks to heal. That would take Australia past the date of their opening World Cup match, against England on May 23. Tuohy has had surgery on his left knee but, though he will miss New South Wales' remaining South Pacific Cup matches, it is hoped he will be fit for the World Cup.

Hartill has a pinched nerve in the shoulder, but Australia can still call upon Andy McIntyre, who propped the grand slam side in Britain three years ago. Better news for No. 8 and flanker Roger Gould, their full back, has begun playing club rugby again, following sciatic nerve problems.

One player who will definitely miss the tournament is Stefano Bortolotto, Italy's stand-off half and leading points scorer. Bortolotto, who played for the Barbarians over Easter, is unable to take time off from his work as a salesman.

Richard Cardus, who captained Wales in the John Player Special Cup final last year, is unlikely to establish an historic double by playing in the Schweppes Welsh Cup final this year. Cardiff has been named as a replacement by Cardiff, who prefer Alan Donovan and Mark King in the centre.

Cardiff and Swansea, their opponents, have five players in the list of 12 non-travelling reserves for the World Cup squad. Among them is Ian Williams, who has been named as a replacement by Cardiff, who prefer Alan Donovan and Mark King in the centre.

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Two types of beta-blockers

From Dr I. M. James

Sir, A great deal of ill-informed comment has recently been voiced on the use of beta-blockers to obtain unfair advantage in certain competitive sports. The sports involved are those where the possession of a steady, non-tremulous hand is an advantage. No one has pointed out that whilst all beta-blockers have an effect on heart rate, only certain members of this family of drugs have an effect on tremor. Basically beta-blockers can be divided into cardioselective, where the effect

on a tremor is minimal, and non-selective, where the effect on tremor is marked.

Certainly in the case of Neal Foulds a cardioselective beta-blocker was chosen. This seems to me to be very clear evidence of a desire in his case at least to obtain unfair advantage.

Yours faithfully,
I. M. JAMES MB, PhD, FRCP,
Reader in Clinical Pharmacology,
The Royal Free Hospital,
Pond Street, NW3
April 24

A narrow view

From G. Newsom

Sir, I find the present debate on the use of beta-blockers in sport somewhat disturbing. Mr John Moynihan MP's reported view that the group of drugs should immediately withdraw from tournaments does not give this difficult subject the critical analysis it deserves.

It is admirable and essential that all sporting personalities and politicians make it clear, that any use of drugs to enhance performance is plainly wrong and no more than cheating. The International Olympic Committee produces a list of illegal substances and the Sports Council offers comprehensive advice to sports governing bodies on drug testing. There is no excuse for any individual or organization to ignore such advice.

However, there are grey edges to this subject that need to be examined in depth. Beta-block-

Health comes first

From Mr M. R. Beauchamp

Sir, I am amazed on reading your article (April 27) reporting that Mr C. Moynihan MP was calling for the resignation of certain members of the snooker fraternity because of their ill-health.

I would suggest that he is acquiring himself with the indications for the prescribing of beta-adrenoreceptor blocking agents, namely hypertension, angina, cardiac arrhythmias etc all of which can seriously damage one's health.

One of the side effects of beta-blockers is a slight calming of the central nervous system. If this is what is troubling Mr Moynihan, I can assure him, from personal experience, that the same effect can be achieved with modest quantities of alcohol, without the inherent more dangerous side effects of beta-blockers.

A more disturbing aspect is that Mr Moynihan would ap-

pear to want to deprive an individual of his rights to safeguard his health whilst following his chosen career. If this is the case there would be more vacant seats than usual in both chambers of the House.

Yours faithfully,
M. R. BEAUCHAMP
85 South Avenue,
Sherborne, Dorset
April 27

Additions on TV

From Mr D. B. Welbourn

Sir, Can someone explain why snooker players may indulge in addictive drugs such as alcohol and nicotine while performing on television, yet are not permitted to take non-addictive beta-blockers prescribed by their doctors?

Yours faithfully,
D. B. WELBOURN,
4 Amhurst Court,
Cambridge
April 26

Tendons taped

From Miss Vivian Grisogono

Sir, In reply to Dr Sperry's letter (April 23), I would like to make it clear, with reference to Jonathan Barrington's injury, that the active rehabilitation programme I have devised over the last four years is not the same as allowing the tendon to heal spontaneously or in a plaster-cast.

I tape the foot into the appropriate position, with tape strips along the back of the leg, holding the foot down. The cast is removed for treatment aimed at avoiding pain or swelling, including massage, ice, and electrical currents. The tape ensures that no unwanted tendon-separating movements take place when the patient takes a bath or turns in bed.

The advantage of the removable cast is that, besides treating the leg, one can check the state of the tendon. In Jonathan's case, the complete rup-

ture was diagnosed by his GP, but for various reasons Jonathan was not referred for surgery. His tendon joined exactly two weeks after the rupture.

Six weeks after the injury, Jonathan can load half of his bodyweight through the ball of his foot. No one can guarantee the success of a treatment, but he must have a good chance! Traditional treatment methods could not promise a better functional result, nor less chance of re-rupture.

Far from being "fundamentally flawed", this active treatment method is based on the long-established principles of treating Achilles tendon rupture. But it uses the positive, progressive rehabilitation techniques which the modern sportsman, as of right, must use in sports medicine practitioners.

Yours faithfully,
VIVIAN GRISOGONO,
62 Lulworth Avenue,
Hounslow, Middlesex
April 23

Do not nurse the players

From Mr D. Davies

Sir, Why do all explanations of the Football League's new play-off system describe it as a means of removing one team from the first division for each of the next two seasons (April 24)?

It does nothing of the sort. Before the play-offs start, three teams will be relegated from the first division and two will be promoted from the second. Mission accomplished.

What it does achieve is to keep interested to the very end of the season the top six or seven teams in divisions two, three and four, and the bottom five or six in the divisions above. Likewise their supporters. The managements of those teams want to either life-saving funds coming in through the turnstiles, or their holidays to start on May 10. They can't have their cake and eat it.

"All the play-offs will do is create a lot of extra pressure," said Gordon Milne of Leicester. Pressure for whom? Supporters? Hardly. Players? It is too bad if those poor dears can't stand that sort of pressure. Nurses should be so lucky.

Yours faithfully,
DAVID DAVIES,
12 Springfield Road,
Guildford, Surrey

Geordie jeers

From Mr G. Dodds

Sir, With reference to the Stuart Jones article on Mr L. McMenamy (April 17), as a 1948 Geordie supporter of Newcastle United, I wish to protest strongly at the idea that the Sunderland manager might ever have been allowed to end up on top of the Grey's Monument in Newcastle. Please remember the two teams are sworn football enemies. It is possible, however, that a mission might be given for Sunderland supporters to hang an effigy of the former manager from the top of the monument in question if this action served to lessen their anger.

Yours faithfully,
G. DODDS,
26 Elmhurst Court,
St Peters Road,
Croydon, Surrey

Current topic

From Mr Trevor Cawthorne

Sir, For those who are confused by the correspondence so far about the Physics of the Boat Race, let me try to make the situation clearer.

The boat moves forward only by pushing water backwards using the oars (this is an example of the Principle of Conservation of Momentum which agrees with Newton's Third Law of Motion about "action and reaction").

Another boat reaching this backwards moving water is likely to find itself working against a sort of current. So it is best to be ahead in the race. However, the second boat will have to be close behind the first to suffer this effect because the backwards momentum will soon become thinly distributed throughout all the surrounding water until the water's backwards speed is negligible.

Furthermore the second boat can use the idea of slipstream. As the rear end of the boat advances, water rushes in to take its place, causing a forward moving current. One can imagine a boat waiting in this slipstream to overtake, in the way that racing cars do! Yours faithfully,
TREVOR CAWTHORNE,
1 Orchard Cottage,
Chackmore, Bucks

RUGBY LEAGUE: ST HELENS FIRST TO NAME A TEAM FOR SATURDAY'S WEMBLEY OCCASION

Final caps Halifax's rebirth

Rugby League diary by Keith Macklin

1956. That final, 31 years ago, was the last time Halifax appeared at Wembley.

Until the last four seasons, Halifax had offered no pretensions to honours and seemed consigned to bankruptcy or a dreary existence in the second division. However, boosted by the influx of Australian players, they won the championship last year.

There is no doubt that Halifax will be the popular favourites with only the 23,000 St Helens supporters rooting for their team, and many Lancastrians changing sides to support the Yorkshire, if only to rock a snook at the irrepressibly controversial Alex Murphy, whose personal-

ity alone threatens to win this final.

The yearning for victory among the Halifax people is almost tangible. David Brook the Harrogate businessman, whose money made the Australian invasion possible, can hardly believe that the team has gone from rags to riches in a few short seasons.

On Saturday Ackroyd will achieve his ambition of leading his beloved Halifax once again to Wembley, with 25,000 fans roaring and a vast television audience sharing his great moment. St Helens will be led out by another man of total commitment, Lawrie Prescott, an executive of the brewing company, Greenall Whitley.

There may be mild surprise at the fact that Murphy has decided to use two forwards, Round and Paul Forster, as the substitutes. But the three-headed Murphy knows that, in Chris Arkwright and Haggerty, he has forwards who are equally at home in the back division and can easily re-adjust if the side needs to be reshuffled through injury. The young centre Shaun Allen is the 16th man.

ST HELENS: P. Velez; B. Ledger, P. Forster, G. Gifford, J. Hoggins, N. Hoggins, A. Burns, G. Lipson, J. Piddhouse, R. Haggerty, P. Part, G. Arkwright, S. Forster, P. Forster.

Despite the outstanding performance of Paul Round against Bradford Northern last Sunday the second row place goes to Roy Haggerty. The remainder are players who have carried the flag for St Helens throughout the season. The Australian, Brett Clark, has suffered no jet lag or

Confident Murphy is quick to name squad

ill-effects from his flight from Sydney and took his place at training.

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Law Report April 30 1987

Obligation on transferring employer to consult unions

Institution of Professional Civil Servants and Others v Secretary of State for Defence Before Mr Justice Millett (Reasons April 7)

An employer transferring his undertaking to another company was obliged to enter into consultations with trade unions representing the employees if he envisaged that he would, in connection with the transfer, be taking measures in relation to those employees.

Mr Justice Millett so held in his reasons for dismissing on April 3 applications by the plaintiff trade unions, the Institution of Professional Civil Servants, the Transport and General Workers Union, the Electrical Electronic Telecommunications and Plumbing Union, the Society of Civil and Public Servants, the Civil Service Union and the Civil and Public Services Association, for a declaration under section 2(1) of the Dockyard Services Act 1986, that the Secretary of State for Defence had failed to fulfil his duty to consult them in accordance with section 1(6) to (9) of that Act before transferring the Royal Dockyards at Rosyth and Devonport to private commercial management.

The 1986 Act came into force on September 25, 1986. It contemplated arrangements to be made by the Secretary of State for a company to provide designated services at the dockyards under contract with him and for that or another company to become the employer of designated persons at the dockyards.

Section 1(4) of the Act applied the Transfer of Undertakings (Protection of Employment) Regulations (SI 1981 No 1794) to the transfer of the Dockyard undertakings, and section 1(5) substituted the provisions of sections 1(6) to (9) for the corresponding provisions of regulation 10 of the 1981 Regulations.

Section 1 of the 1986 Act provides: "(6) Long enough before the transfer to enable consultation to take place between the Secretary of State and

the representatives of the independent trade unions recognized by him in respect of the employees, the Secretary of State shall . . . inform the Secretary of State of (a) the fact that the transfer is to take place, when approximately it is to take place, and the reasons for it; (b) the legal, economic and social implications of the transfer for the employees; (c) the measures which he envisages he will, in connection with the transfer, take in relation to those employees, or if he envisages that no measures will be taken, that fact; and (d) the measures which the company which is to become their employer envisages that it will, in connection with the transfer, take in relation to those employees or, if the company envisages that no measures will be taken, that fact.

"(7) The company which is to become their employer shall give to the Secretary of State such information as to the time as will enable him to perform the duty imposed on him by virtue of subsection (6)(d) above.

"(8) The Secretary of State, where he envisages that he will, in connection with the transfer, be taking measures in relation to employees in respect of whom an independent trade union is recognized by him, shall enter into consultations with the representatives of the trade unions and in the course of those consultations shall consider any representations made by the trade union representatives, and (b) reply to those representations, and, if he rejects any of those representations, give his reasons.

"(9) If in any case there are special circumstances which render it not reasonably practicable for the Secretary of State to perform a duty imposed on him by subsection (6) or (8) above, he shall take all such steps towards performing that duty as are reasonably practicable in the circumstances."

Mr Martin Mann, QC and Mr John Hendy for the plaintiff unions; Mr Michael Beloff, QC and Mr Christopher S. Moss for the Secretary of State.

said that section 1(6) to (9) enacted without any material changes regulation 10 of the Transfer of Undertakings (Protection of Employment) Regulations which applied to ordinary transfers of undertakings within the private sector.

Those Regulations were introduced in pursuance of EEC Directive 77/187. They had not been the subject of judicial interpretation and raised a number of difficulties of construction.

Those principally debated before his Lordship concerned the meaning of the phrase "measures which the company . . . envisages it will take in connection with the transfer" in subsection (6)(d); and the extent of the statutory obligation imposed on the Secretary of State to consult the unions.

Clearly not all information which was likely to be of interest or value to the unions was required to be provided to them: the only information to which they had a statutory right was that described in paragraphs (a) to (d) of section 1(6) of the 1986 Act. The Secretary of State might give them other information if he chose, but was not compelled to do so.

The information had to be provided to the unions "long enough before the transfer to enable consultations to take place" between the Secretary of State and the unions, and the obvious legislative purpose in requiring the unions to be provided with the information was to enable such consultations to take place.

It followed that in so far as any information was not factual but based on appraisal and judgment, as in the case of manpower forecasts, for example (assuming without deciding that such forecasts constituted information at all within the subsection), it did not include the calculations and assumptions on which the appraisal or judgment was based, nor were such calculations and assumptions in order to challenge their validity.

become the employer of the transferred employees was placed under a statutory obligation to give the Secretary of State such information at such time as would enable him to perform his statutory duty.

In his Lordship's view, it was implicit that it would also give the requisite information in a form which would enable him to do so. Moreover, if the company was not entitled to supply it under cover of commercial confidentiality so as to disable him from complying with his duty.

On the other hand the company was not obliged to envisage any measures which it would take in connection with the transfer, and section 1(6)(d) expressly contemplated that it might not. Nor was the company bound to envisage any measures at any particular time.

The Secretary of State was not obliged to provide the company with information to enable it to do so. Moreover, if the company entered into discussions with the unions, it might wish to develop or change the measures it had previously envisaged.

In such a developing situation no criticism could be made of the company if, for reasons of widest import which included beyond its control, particular measures were not envisaged until shortly before the transfer, when there was insufficient time for effective consultations to take place.

In relation to the information described in paragraph (a), therefore, the opening words of section 1(6) had to mean "as soon as measures are envisaged and if possible long enough before the transfer."

Turning to the questions debated before his Lordship, it was common ground that "measures" was a word of widest import which included any action, step or arrangement, and that "envisages" simply meant "visualises" or "foresees."

Despite the width of those words it was clear that manpower projections were not consultations, and that positive steps to achieve planned reductions in man-

power levels, otherwise than through natural wastage, would be.

"Measures" could not be confined to those which were inevitable or at least not avoidable, since that would ignore the element of uncertainty involved in the choice of the word "envisages" rather than "intends."

But his Lordship accepted that use of the word "will" rather than "may" was apt to exclude mere hopes or possibilities. A possibility in contemplation was not enough: the company must have formulated some definite plan or proposal, which it planned to implement, if necessary after appropriate negotiation with the unions.

"In connection with the transfer" obviously meant "on or before and with a view to the transfer", in paragraph (c), and in paragraph (d) they must mean "on or after and as a result of the transfer". The connection was both temporal and causal.

Measures, such as a planned reduction in the workforce, due to external circumstances unconnected with the transfer, and which would have taken place irrespective of the transfer were as much outside paragraphs (c) and (d) as they were plainly outside paragraph (b).

The Secretary of State's obligation to consult arose only where he envisaged measures in connection with the transfer. Thus the Act evidently required him to inform the unions of four different matters, but to consult them of only one of them.

For some time his Lordship was oppressed by the apparent illogicality of that. Why should the Secretary of State be required to consult the unions where he envisaged that he would take measures, but not when he envisaged that he would take none?

The unions might wish to be consulted as much in the second case as in the first, and why was the Secretary of State required to inform the unions in time to enable effective consultations to take place of matters on which he was not required to consult them?

Logically, the consultations referred to in the opening words of section 1(6) must include, but could not be confined to, those referred to in section 1(8).

On the other hand, Parliament could hardly have intended to compel the employer in the private sector to consult the unions on the desirability of the transfer itself or the sufficiency of the reasons for it. Those were matters of business policy for the transferring employer to decide, and the unions could not expect to participate in the decision.

The reconciliation, in his Lordship's view, was this: the consultations referred to in the opening words of section 1(6) were voluntary consultations, which the unions might seek on any topic once they had the requisite information, but which the transferring employer was not compelled to grant if he chose not to do so. The only consultations which he was obliged by law to enter into were those referred to in section 1(8).

Those views of the Act were more restricted than those urged upon his Lordship by the unions, and it was therefore right to say that the outcome of the case did not depend upon their correctness. For throughout the material period, and even before it began, the Secretary of State had sought in good faith not merely to comply with his statutory obligations but to go well beyond them.

He had not sought to take refuge in any restrictive view of the extent of his obligations in order to withhold information or decline consultation, and had responded positively to all requests made to him.

If his conduct was open to criticism, it was that he indulged the unions' request to discuss the reasons for the transfer for far longer than it was reasonable for them to make it.

His Lordship then considered all the evidence and made a declaration that the Secretary of State had fulfilled his statutory obligations, and dismissed the action.

Solicitors: Gisters: Treasury Solicitor.

New Interest Rates for Woolwich Investors

from 1st May 1987

NET 'paid half yearly' GROSS EQUIVALENT 'for taxpayers at the basic rate of 27%'

SHARE ACCOUNTS 5.00%* 6.93%

CASHBASE ACCOUNTS 5.50%† 7.53%

PRIME ACCOUNTS

£500-£4,999 7.00%‡ 9.59%

£5,000-£9,999 7.50%‡ 10.27%

£10,000-£29,999 7.75%‡ 10.62%

£30,000 or more 8.00%‡ 10.96%

CAPITAL ACCOUNTS 7.75%* 10.82%

GUARANTEED PREMIUM SHARES 8.25%† 11.30%

(Monthly income available at 7.95% net equivalent to 8.25% net compounded annual rate.)

The rate of interest on all other personal accounts will be decreased by 1.00% from 1st May 1987. Investors not ordinarily resident in the U.K. may be entitled to receive interest gross with a Woolwich Prime or Capital account. Details available from the address below, as well as Woolwich branches and agencies.

W WOOLWICH
EQUITABLE BUILDING SOCIETY

Chief Office: Equitable House, London SE18 6AB

Commission 12.30-1.10pm
Schools Night time Broadcasting

ATHLETICS

Giving a charity invaluable mileage

By David Powell

Now that Jim Upton has overcome the problem of pronouncing the name of the charity he is running, the London Marathon on Sunday should be the easy bit. There are almost as many letters in hypogammaglobulinemia as there are miles in a marathon and the two have been united by the Times/Tandem Computers competition to find fund-runners.

Upton is the nearest thing to Ron Hill in Sidcup. He has not missed a day's training in 18 months. He has run three marathons and finished each one. In other words, he has all the stoicism a good cause could wish for in a sponsored runner.

The Stephen Ruty Research Fund set up to fight hypogammaglobulinemia, can start counting the pennies from Upton's dedicated toil.

When a member of the support staff, himself a sufferer, at the school where Upton teaches gave an assembly on the condition, the mathematics master was emotionally moved. "I felt I had to do something. When the article appeared in the Times it was the perfect opportunity."

The fund, for which Upton hopes to raise several hundred pounds, is dedicated to research

into the cause of recurrent infections brought on by a defect in immunity and the treatment of the 600 affected patients in the United Kingdom.

Upton, who is 34, is trying to improve the lives of others through a sport which has refreshed his own. Once 14½ stone "through over-eating and being sedentary" he is not a sportsman by tradition. "Running has changed my outlook. It's a way of leaving your cares behind you and I'm a lot happier now."

His head for figures comes in handy. Converting split times into potential finishing time while racing can be a hazardous business. One slip of a digit and consequent alterations of pace can turn a 2.59 marathon into 4.670th in the London Marathon, as Upton did last year, memorizing your position takes some doing.

The John Roan School in Greenwich, where Upton teaches, is just a mile from the start on Blackheath and when he returns there, stiff-legged, for lessons the following morning he will have at least one sympathizer. Dan Coffey, a fellow teacher, knows what it is like to run a marathon. "He's an ultra runner and is doing a 1,000-mile run in Finsbury Park for charity," Upton said. "It was he who got me into this by showing me the article."

YESTERDAY'S RACING RESULTS

Ascot

Going good to firm

3.0 (1m) 1. UNITE (W R Swinburn, 5-1); 2. In The Hat (S Causton, 3-1); 3. Charlie Reed (T Wain, 15-1); 4. ALDO RAN (J B. 12-1); 5. ALDO RAN (J B. 12-1); 6. ALDO RAN (J B. 12-1); 7. ALDO RAN (J B. 12-1); 8. ALDO RAN (J B. 12-1); 9. ALDO RAN (J B. 12-1); 10. ALDO RAN (J B. 12-1); 11. ALDO RAN (J B. 12-1); 12. ALDO RAN (J B. 12-1); 13. ALDO RAN (J B. 12-1); 14. ALDO RAN (J B. 12-1); 15. ALDO RAN (J B. 12-1); 16. ALDO RAN (J B. 12-1); 17. ALDO RAN (J B. 12-1); 18. ALDO RAN (J B. 12-1); 19. ALDO RAN (J B. 12-1); 20. ALDO RAN (J B. 12-1); 21. ALDO RAN (J B. 12-1); 22. ALDO RAN (J B. 12-1); 23. ALDO RAN (J B. 12-1); 24. ALDO RAN (J B. 12-1); 25. ALDO RAN (J B. 12-1); 26. ALDO RAN (J B. 12-1); 27. ALDO RAN (J B. 12-1); 28. ALDO RAN (J B. 12-1); 29. ALDO RAN (J B. 12-1); 30. ALDO RAN (J B. 12-1); 31. ALDO RAN (J B. 12-1); 32. ALDO RAN (J B. 12-1); 33. ALDO RAN (J B. 12-1); 34. ALDO RAN (J B. 12-1); 35. ALDO RAN (J B. 12-1); 36. ALDO RAN (J B. 12-1); 37. ALDO RAN (J B. 12-1); 38. 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Johnson is taken to drink by Hendry



Ancient and modern: the distinctively different sections of the Taj Mahal hotel, Bombay: 40 Minutes, BBC2, 9.25pm

TELEVISION AND RADIO

Compiled by Peter Dear and Peter Davalle

Forever England, in India

"Lovely place," says the lady from England, "but it's not like being in India." She sits in the lobby of the £375-a-night Taj Mahal hotel in Bombay, watching the rich and powerful wait by. The Taj is one of the oldest, biggest and most conspicuously luxurious hotels in the world. Not far away are the city's appalling slums, but they might as well be on another planet. Perhaps the 40 Minutes documentary Bombay Hotel (BBC2, 9.30pm) could have used a few shots of local squalor to point up the contrast. Abounding in incongruities, this would have been a splendid subject for the late James Cameron. It is as if the Raj had never left. An army of 20 chefs is mixing the world's biggest Christmas pudding. A pianist tinkles out *My Favourite Things*.

CHOICE
And an Indian head waiter solemnly presides over the stabbing of a Caledonian Ball.
● Having recently brushed the dust off Oliver Cromwell, Timewatch (BBC2, 8.10pm) reassesses the reputations of two 16th century Queens. Dr Eric Ives, the most recent biographer of Anne Boleyn, reckons she was neither a pathetic victim, executed just because she failed to produce a male heir, nor a scheming predator. As for Mary Queen of Scots, the historian Jenny Wormald says sympathy for her personal tragedies should not blind us to her disastrous neglect of the people of Scotland.
Peter Waymark

● Peter Davalle writes: Inconceivable as a TV feature — the closest to the visual it gets is in drawing an analogy with *Toad in the Water* in the *Willows* and snuffily attempting to make a parallel with *Yes, Minister* — Peter Reddell's anatomy of the Bank of England in the *Pillars of Society* series (Radio 4, 7.40pm) is quintessentially radio. In terms of above-the-title billing, it has a stellar cast including the Governor of the Bank, Robin Leigh-Pemberton. Lower down the cast list are the young high fliers of Threadneedle Street with their predictable reservations about the Old Lady. In between, are some highly articulate financial wizards who make it clear (to this listener at least) why we should never confuse the Bank with the Treasury.



Robin Leigh-Pemberton: on Radio 4 at 7.40pm

VARIATIONS

BBC1 WALKER: 8.35pm-9.00pm. 12.15pm-12.30pm. 12.30pm-12.45pm. 12.45pm-1.00pm. 1.00pm-1.15pm. 1.15pm-1.30pm. 1.30pm-1.45pm. 1.45pm-1.60pm. 1.60pm-1.75pm. 1.75pm-1.90pm. 1.90pm-2.05pm. 2.05pm-2.20pm. 2.20pm-2.35pm. 2.35pm-2.50pm. 2.50pm-3.05pm. 3.05pm-3.20pm. 3.20pm-3.35pm. 3.35pm-3.50pm. 3.50pm-4.05pm. 4.05pm-4.20pm. 4.20pm-4.35pm. 4.35pm-4.50pm. 4.50pm-5.05pm. 5.05pm-5.20pm. 5.20pm-5.35pm. 5.35pm-5.50pm. 5.50pm-6.05pm. 6.05pm-6.20pm. 6.20pm-6.35pm. 6.35pm-6.50pm. 6.50pm-7.05pm. 7.05pm-7.20pm. 7.20pm-7.35pm. 7.35pm-7.50pm. 7.50pm-8.05pm. 8.05pm-8.20pm. 8.20pm-8.35pm. 8.35pm-8.50pm. 8.50pm-9.05pm. 9.05pm-9.20pm. 9.20pm-9.35pm. 9.35pm-9.50pm. 9.50pm-10.05pm. 10.05pm-10.20pm. 10.20pm-10.35pm. 10.35pm-10.50pm. 10.50pm-11.05pm. 11.05pm-11.20pm. 11.20pm-11.35pm. 11.35pm-11.50pm. 11.50pm-12.05pm. 12.05pm-12.20pm. 12.20pm-12.35pm. 12.35pm-12.50pm. 12.50pm-1.00pm. 1.00pm-1.15pm. 1.15pm-1.30pm. 1.30pm-1.45pm. 1.45pm-1.60pm. 1.60pm-1.75pm. 1.75pm-1.90pm. 1.90pm-2.05pm. 2.05pm-2.20pm. 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England fail to conquer tiredness and injuries

From Stuart Jones
Football Correspondent
Izmir, Turkey

Turkey..... 0
England..... 0

England's inspiration was blown away in a violent and bitterly cold wind inside the Ataturk stadium yesterday. Although they protected their unbeaten record in group four of the European championship, a draw must be regarded as a disappointment in spite of the awkward conditions and the unhealthy state of the side. However, the England manager, Bobby Robson, claimed it was a point won rather than lost.

Memories of the 8-0 humiliation of Turkey in Istanbul three years ago and the 5-0 thrashing at Wembley during the World Cup qualifying stages were utterly irrelevant. Turkey, feeble and heartless then, were a substantially changed and improved unit. Having seen their recent victory over an admittedly weakened East Germany, Robson was aware of their apparent strength.

But he could do nothing to protect England's apparent weakness. The loss of Shilton, Butcher and Beardsley had effectively removed the spine

of his formation. He was given no choice but to select a line-up that included a new goalkeeper, a new central defensive partnership and a new forward pairing.

England's successful run recently was, therefore, also largely meaningless. It was unreasonable to expect that Mahbub, in an unfamiliar position for his country, and the inexperienced Adams, would form an instant understanding or, particularly, that Lineker and Allen, comparative strangers to each other up front, could link effectively from the start.

Half of the side were carrying the additional burden of bumps, bruises and strains collected during the domestic programme as well as the inevitable fatigue. As a consequence, England were neither strong nor fresh nor settled. It was to show throughout the grey and numbing afternoon.

The first half especially was as colourless as the heavy sky above. A total, before the interval, of one direct shot and one corner — both credited to England — should serve as an adequate illustration of the undistinguished nature of a tie that was staged in a huge stadium which seemed to be almost empty.

England at least opened with a touch of promise. A long cross driven by Hoddle was designed deliberately to land on the right foot of Lineker whose volley, aimed inside the near post, was accurate enough, but lacked genuine power. It was to be almost an hour before they were to trouble Fatih again.

Allen and Lineker, too similar in style to leave room for each other, gained only intermittent support and service from a midfield that looked comparatively weary and unimaginative. The only other opportunity created during a busy but untidy first half was volleyed by Allen into the front row of the unexpectedly deserted terraces.

Without ever finding the incisive assurance that has surrounded his season at Tottenham Hotspur, Allen appeared to be lost. But he was provided with an opening a quarter of an hour into the second half. He cushioned Waddle's cross on his chest and prodded the ball home, only to discover that he had been adjudged offside.

The Turks, who had never scored against England, had earlier threatened on three occasions, albeit from long distance. Savas twice ignored the assistance offered by his

colleagues to drive at Woods. Erdal, after exchanging neatly with Iskender, also cut through on the right to disturb the otherwise peaceful appearance of Shilton's deputy.

Hateley and Barnes were brought on for Allen and Hodge to add height and urgency to England's challenge and their introduction almost provided a belated breakthrough. One of Hoddle's rare probing passes delightfully released Hateley, whose low cross from the left was angled towards the far post. But Lineker's attempt to turn it in was in vain.

TURKEY: Fatih Ismail, Samir, Ali Ceban, Erhan, Huseyin, Erdal, Huseyin, Savas, Iskender (capt. Iyaz). ENGLAND: C Woods (Fargate), V Anderson (Armut), K Saunders (Kusur), G Hoddle (Tottenham Hotspur), A Adams (Arsenal), G Mahbub (Tottenham Hotspur), G Adams (Tottenham Hotspur), J Beardsley (Tottenham Hotspur), J Butcher (Tottenham Hotspur), J Shilton (Tottenham Hotspur), J Lineker (Barcelona), C Waddle (Tottenham Hotspur). Referee: A Botas (USSR).

Pints for points

Kent are to be sponsored by the local brewers, Freemans, for a pint of bitter per point scored in the county championship this season. Making the announcement yesterday, the brewery presented Chris Cowdrey, the Kent captain, with a sponsorship cheque for £20,000.

Cyclist injured

Simon Cope, the British cyclist, was under observation in hospital in Rennes, France, yesterday after being injured when he collided with a car during the first stage of the Ruban Granitier Breton amateur race.

Coles' incentive

Neil Coles, attempting a hat-trick of Trusthouse Forte PGA Senior County titles, will earn an extra £1,000 if he wins again at Coventry this year. Prize money for the event, from June 18-21, has been increased from £25,000 to £30,000, with the winner taking £5,000.



In the balance: Hodge (left) tries to dodge a challenge from Iskender and still remain upright

Students' change of captain

By Andrew Longmore

John Stephenson, the opening batsman from Durham University, will have the historic task of captaining the first Combined British Universities side in the Benson and Hedges Cup. He replaces David Price, the Cambridge captain, who voluntarily declined the captaincy because of poor form.

Besides Stephenson, who has played 15 games for Essex, four other members of the squad have first-class county experience: batsman Paul Bail (Somerset), wicketkeeper Martin Speight (Sussex), Alan Fordham (Northamptonshire) and Michael Cann (Gloucestershire).

The batting looks strong enough, with the highly-rated Atherton and Hussain — both of whom toured Sri Lanka with Young England, alongside Speight and Crawley — in the side. But the side lack top-class bowlers in a group which includes Hampshire, Middlesex, Essex and Somerset.

SQUAD: J Stephenson, A Fordham, N Hussain, M Speight (all Durham), P Bail, M Atherton, D Price, J Davidson, A Scott (all Cambridge), C Tooley, M Crawley (all Essex), J Ford (Gloucestershire), P Evans (Essex), M Cann (Somerset).

A pleasing reward from a day's toil

By Marcus Williams

CHELMSFORD (Essex won; Warwickshire, with all first-innings wickets in hand, are 302 runs behind Essex). A large fun fair is camped in a field beside the County Ground at Chelmsford and though batting was never much fun yesterday in favourable bowling conditions, Essex will have been more than pleased with a total of 308. For this they were indebted to Paul Prichard (61), the ever-dependable Keith Fletcher, whose 86 runs were spread over more than four hours, and a late flourish from their new all-rounder, Hugh Page.

The day was hot and humid and the pitch offered generous assistance to the seam bowlers with movement and bounce, but Warwickshire failed to capitalize on a good start. Gooch, having fended the first ball of the match from Small off his glove into the vacant gully area, turned the next to short leg and, in the sixth over, Hardie edged a catch to third slip.

However, too much of the subsequent bowling was off line and half a dozen catches were put down, the main beneficiaries being Essex's top scorers, Prichard and Fletcher. Nor was Warwickshire's cause helped by a spate of wides and no-balls by their young fast bowling recruit from Orange Free State, Donald. These did nothing for an already lagged over-rate.

Gladwin, who has made an encouraging start to this season after a disastrous time in 1986, and Prichard added 68 for the third wicket before Gladwin heaved Moles to

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Plan to arouse sporting interest

By Andrew Longmore

The Sports Council aims to encourage five million more people to take up sport in the next decade through a "What's your Sport?" national information campaign launched yesterday.

The key to the scheme's success is a £1½ million television campaign advertising the "What's your Sport?" information line through which the council hopes to reach sections of the community, such as housewives, school leavers and OAPs, who want to take up sport but who have been unsure where to go for information.

A series of three different advertisements will feature a central telephone number, open 24 hours a day at the cost of a local call. The caller will receive an information pack followed by more specific information on sports and clubs in the caller's area. The service will be provided by 400 local information centres set up by the Sports Council throughout the United Kingdom in conjunction with local authorities.

Sebastian Coe, vice-chairman of the council, launching the £3 million scheme at Lord's yesterday, said: "The great majority of people are not information seekers. This scheme aims to provide reliable and, above all, local information on how to go about starting a new sport."

Coe said he was particularly concerned about the worrying number of young people who give up sport after leaving school — 40 per cent of men and 60 per cent of women — and the recent reports of low level of exercise taken by the young. He hoped this campaign would encourage them to become involved in sport.

John Wheatley, the Sports Council's director-general, hoped that the system would be mandated by local calls. "The most worrying thing would be not to get enough of a response. I hope we get so many calls that our facilities can't cope — then at least we know where we are."

The first advertisement in the initial month-long campaign will be shown on News at Ten tomorrow evening.

Drugs test policy on agenda

By Sydney Friskin

The Sports Council and the World Professional Billiards and Snooker Association (WPBSA) are to meet shortly in order to clear the air over the procedures at present used for drug testing.

An official statement from the Sports Council yesterday read: "The Sports Council applauds the WPBSA on carrying out a very extensive programme of drug testing. Indeed, in 1986, the association carried out significantly more tests than any other governing body, amateur or professional. However, the recent debate has highlighted a number of possible procedural inadequacies. The Sports Council and the WPBSA have agreed to meet in the near future to resolve these anomalies."

The WPBSA, in their turn, reiterated their own policy concerning medications with a statement, beyond which Paul Hatherly, speaking on their behalf, offered no further comment. "The WPBSA follow the guidelines of the IOC (International Olympic Committee) and randomly monitor the use of any listed substances. If such a listed substance is detected the reasons for the doctor's prescription is scrutinized by the WPBSA medical advisors. The WPBSA feel that at present it would be wrong to inhibit a player from taking medication, so-called indicated, and would not ban him from continued participation in snooker tournaments."

The most obvious anomaly, however, is the case in which the WPBSA, while claiming to follow the guidelines of the IOC, do not recognize that beta-blockers are banned by the IOC because they regard them as an aid to performance.

On the move

Rodney Martin, the brilliant young Australian player who took the world No. 1, Jahangir Khan, to five games in the semi-finals of the British Open squash championships earlier this month, has climbed 14 places in the world grand prize rankings. Martin moves up to fourth, behind Jahangir, the Surrey-based world champion, Ross Norman and his New Zealand compatriot, Stuart Davenport.

Robson finds good points

Bobby Robson, England's manager, later emphasized the hard physical nature of the match (Stuart Jones writes). "This was a hard-earned point. You should go in the dressing room and ask either Bryan Robson, who was magnificent in terms of overall effort, or Mahbub who felt about it. It was a hard game."

"Lineker was a marked man, literally and physically. We had to scratch and scramble. We had to play quite well

and be very competitive. Lineker and Allen have not had much time to work together and people expect them to go like clockwork.

"They had a hard day and were subjected to some tight marking. The ball was not coming through to them. Allen came off because we needed to try another throw of the dice. If he seemed upset it was because he thought that he had been denied a perfectly good goal, which was typical of his opportunism."

Allen unsuited to role with Lineker

Izmir

Such are the differences between club and national football that Clive Allen, who has scored 47 goals for Tottenham Hotspur this season, had to be taken off before the finish of his first international match. His replacement of the injured Peter Beardsley simply had not worked.

Allen would have my vote as the domestic Footballer of the Year, a fraction ahead of Rush, but it was all too predictable that he would never find a relationship with Lineker. Tottenham's 4-5-1 formation makes Allen the absolute soloist. Yesterday against a vigorous Turkish team which defended more intelligently than when England had a runaway win in their previous visit to Istanbul — but now often tackled illegally — Allen and Lineker were regularly making the same run for the same ball.

The balance was marginally



David Miller

improved when Hateley replaced Allen. Ten minutes from the end he created from the left the clear-cut opening across the face of the goal-mouth from which Lineker should have settled the match. Possibly because of the pounding he had taken from the opposition, especially in the first half, Lineker missed the ball, the chance and England's second point.

This was the most unconvincing England performance we have seen since the opening matches of the World Cup last year. The disturbing truth is that, though they can be if nothing else thankful to have come away with one point against moderate opponents whom they should have beaten comfortably, England's mid-

field never functioned fluently.

This was emphasized by the removal of a second of Tottenham's five players, Hodge, who was replaced by Barnes. Although the inclusion of Hodge was one of the changes which belatedly produced balance midway through the World Cup, he has as yet not developed as an international player; and it has to be said he looks at present unlikely to do so. He is somewhat short of technique.

With Waddle erratic on the right flank, Hoddle was a degree unmoved by the physical attention of the Turks and Robson looking and playing at times like a tired veteran, England were without authority against opponents they knew how to beat but could not find the touch to do so.

The one outstanding improvement to the team came from Mahbub's addition among the back four. Here

was an England team with a player of more ability in the centre of defence than we have seen since the days of Todd and McFarland. He brought mobility and vision, and occasionally made the overlap into attack which is the essence of the Continental sweeper, such as Augenthaler, of Bayern.

The modern concentration of players in midfield means that central defenders are often the freest men on the pitch. In English football we have been among the slowest to adjust to this development.

It was regretful that the Soviet referee, Botas, whilst penalizing almost every tackle by England in the first half hour, turned a benevolent eye on so many of the challenges by the Turks. With legitimate protection, Lineker might have scored in the first half hour. However, Hodge was lucky not to be added to the two players who were booked.

Grice-Whittaker sets sights high

By Mitchell Platts, Golf Correspondent

Penny Grice-Whittaker clawed her way into a share of the lead with a five-under-par first round of 70 in the Ford Women's Classic at Woburn Golf and Country Club yesterday. It was an impressive start to the former Curtis Cup golfer's third season as a professional as she gathered four birdies and one eagle to move alongside the Australian, Corinne Dibnah.

Diana Heinicke, of the United States, took 71, while Jo Runsey, Beverly Huke, Pia Nilsson, of Sweden, and Cathrine Schroder, of Norway, all scored 72. Lillian

realistic objective. You have to think that way if nothing else."

Mrs Grice-Whittaker left the clubs alone for three months in the winter, but has practised with greater enthusiasm since receiving sponsorship, worth around £15,000 over the next year, from a firm of chartered accountants.

The feature of her round yesterday was the precision of her driving.

Miss Dibnah finished third in the order of merit in 1986 and many observers believe she is capable of improving on that this summer. Her two birdies and one eagle — which came at the 15th with a three-iron approach shot to within 15 feet — was that she gathered in the last five holes provided ample support for that belief.

She has taken two inches off the length of her putter in order to make herself stand higher and closer to the ball so that she can look directly over it.

Both Miss Behan and Miss Johnson should be encouraged by their opening rounds on the WPGA tour. Miss Behan showed little sign of apprehension as she collected three birdies in her first seven holes alongside Laura Davies, who finished with a 79. Miss Johnson finished her round in style with a nine-iron shot to within 18 inches at the last to claim her fourth birdie of the day.

LEADING FIRST ROUND SCORES (68 unless stated): P Grice-Whittaker (AUS), 70; P Heinicke (USA), 71; J Runsey (GB), 72; P Nilsson (SWE), 72; P Schroder (NOR), 72; P Dibnah (AUS), 73; P Huke (GB), 73; P Lillian (GB), 74; P Davies (GB), 75; P Johnson (GB), 75; P Behan (GB), 76; P Hume (GB), 77; P Hume (GB), 78; P Hume (GB), 79; P Hume (GB), 80; P Hume (GB), 81; P Hume (GB), 82; P Hume (GB), 83; P Hume (GB), 84; P Hume (GB), 85; P Hume (GB), 86; P Hume (GB), 87; P Hume (GB), 88; P Hume (GB), 89; P Hume (GB), 90; P Hume (GB), 91; P Hume (GB), 92; P Hume (GB), 93; P Hume (GB), 94; P Hume (GB), 95; P Hume (GB), 96; P Hume (GB), 97; P Hume (GB), 98; P Hume (GB), 99; P Hume (GB), 100; P Hume (GB), 101; P Hume (GB), 102; P Hume (GB), 103; P Hume (GB), 104; P Hume (GB), 105; P Hume (GB), 106; P Hume (GB), 107; P Hume (GB), 108; P Hume (GB), 109; P Hume (GB), 110; P Hume (GB), 111; P Hume (GB), 112; P Hume (GB), 113; P Hume (GB), 114; P Hume (GB), 115; P Hume (GB), 116; P Hume (GB), 117; P Hume (GB), 118; 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